

THE SUCCESS CASE METHOD

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and What's Not

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ROBERT O. BRINKERHOFF

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Kirsty Stokes



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The Success Case Method Robert Brinkerhoff,2003-01-09 Each year organizations spend millions of dollars trying out new innovations and improvements and millions will be wasted if they can't quickly find out what's working and what is not. The Success Case Method offers a breakthrough evaluation technique that is easier, faster, and cheaper than competing approaches and produces compelling evidence decision makers can actually use. Because it seeks out the best stories of how real individuals have actually used innovations, The Success Case Method can ferret out success no matter how small or infrequent. It can salvage the few gems of success from a larger initiative that is not doing well or find out how to make a partially successful effort even more successful. The practical methods and tools in this book can help those who initiate and foster change including leaders, executives, managers, consultants, training directors, and anyone else who is trying to make things work better in organizations get the greatest returns for their investments. *The Success Case Method* Robert O. Brinkerhoff,2003 Simple and proven way of quickly finding out how well a new organizational initiative is working page viii

The Success Case Method Robert Brinkerhoff,2003-01-09 Each year organizations spend millions of dollars trying out new innovations and improvements and millions will be wasted if they can't quickly find out what's working and what is not. The Success Case Method offers a breakthrough evaluation technique that is easier, faster, and cheaper than competing approaches and produces compelling evidence decision makers can actually use. Because it seeks out the best stories of how real individuals have actually used innovations, The Success Case Method can ferret out success no matter how small or infrequent. It can salvage the few gems of success from a larger initiative that is not doing well or find out how to make a partially successful effort even more successful. The practical methods and tools in this book can help those who initiate and foster change including leaders, executives, managers, consultants, training directors, and anyone else who is trying to make things work better in organizations get the greatest returns for their investments. *Action Inquiry* William R.

Torbert,2004-06-09 Action inquiry is the process of transformational learning that individuals and even whole organizations can undertake to better assess current dangers and opportunities, act in a timely manner, and make future visions come true. Through short stories of leadership and organizational changes in the areas of business, politics, health care, and education, this book illustrates how this process can increase personal integrity, improve relationships, and lead to company profitability and long-term success. Evaluation Ethics for Best Practice Michael Morris,2007-09-22 Focusing on ethical challenges in

program evaluation, this innovative book features six case study scenarios that end at a point where the evaluator faces a significant decision about how to proceed. For each case, two distinguished evaluators offer insights on the best course of action to choose and why. What If boxes modify the details of the scenarios, inviting readers to reflect on whether these changes alter the ethical implications of the case. Six additional cases are presented with questions that guide readers to develop their own ethical analyses. The book is organized to follow the progress of an evaluation from the entry, contracting,

phase through the utilization of results The Business Side of Learning Design and Technologies Shahron Williams van Rooij, 2025-06-04 The Business Side of Learning Design and Technologies provides actionable tools and techniques for recognizing the impact of learning design technology decisions at the project business unit and organizational levels With a focus on aligning learning initiatives with organizational objectives the book equips early and mid career learning designers with essential skills in applying business strategy artificial intelligence data analytics and change management to the selection design implementation and evaluation of learning opportunities This thoroughly revised second edition further emphasizes the designer as change agent addresses the rise of remote and hybrid workplaces adds fresh perspectives on automated and generative systems and updates its resources references and interviews Grounded in scholarly and practitioner research systematic literature reviews interviews with learning and development thought leaders and real world experience this book provides actionable strategies for career advancement in a dynamic labor market *Predictive Evaluation* David Basarab, 2010-12-13 At last an answer to the question that has bedeviled trainers for decades Predictive evaluation enables you to effectively and accurately forecast training's value to your company measure against these predictions establish indicators to track your progress make midcourse corrections and report the results in a language that business executives respond to and understand Dave Basarab explains how to begin by identifying the specific goals and beliefs you want to instill in participants The next step is to determine exactly what these will look like when put into action Finally you develop quantifiable measures of how employees adopting the target beliefs and goals will impact the business A key strength of this process is that it is profoundly collaborative supervisors and employees work together to establish standards for success each step of the way A how to guide filled with worksheets examples and other tools Predictive Evaluation ensures that rather than being regarded as an expense and an act of faith training will be seen as an investment with a concrete payoff **Evaluation Methodology Basics** E. Jane Davidson, 2005 Click Additional Materials for downloadable samples I welcome this student friendly text to complement my favorite checklists This text develops the core checklist framework to provide evaluation methodology basics for presumably mainly introductory courses on program evaluation Colin Sharp Evaluation Journal of Australasia What is evaluation specific logic and methodology This book answers that question in a way that is persuasive accessible and understandable It presents a set of principles and procedures to guide the task of blending descriptive data with relevant values to draw explicitly evaluative conclusions The book makes a significant contribution to positioning evaluation as a unique and special field of inquiry and judgment Michael Quinn Patton Union Institute and University Amidst the wash of methods books available to evaluators Davidson's book provides powerful techniques for asking and answering the important foundational questions in any program evaluation Doug Leigh Pepperdine University This is a very well written book that offers a unique perspective on long practiced evaluation techniques and presents several new potentially very useful techniques that return valuation to the evaluation process Greg Roberts

University of Texas Austin Evaluation theorists for years have advised evaluators to take into account all relevant values as part of an evaluation But especially for the relatively new evaluator even one who is knowledgeable and experienced in research methodology there is not a lot of guidance about how this is done *Evaluation Methodology Basics The Nuts and Bolts of Sound Evaluation* provides a step by step guide for doing a real evaluation It focuses on the main kinds of big picture questions that evaluators usually need to answer and how the nature of such questions is linked to evaluation methodology choices Jane Davidson explains how to combine a mix of qualitative and quantitative data with relevant values such as needs to draw explicitly evaluative conclusions Many students and evaluators find it difficult to visualize what evaluation logic and methodology look like in practice To address this Davidson presents readers with useful rubrics and flowcharts that may be used during each stage of the evaluation Many of the concepts presented in the chapters are illustrated with specific examples from a range of disciplines Exercises and pop quiz questions help reinforce the key points covered in each chapter provide homework assignments for those teaching an evaluation course and allow learners to develop slices of an evaluation plan as they work their way through the text *Evaluation Methodology Basics* is an ideal text for students of evaluation and students in programs that have evaluation course requirements such as education health sociology psychology and many others throughout the social sciences It will also be essential reading for practitioners who find themselves thrown into evaluation roles without the benefit of specialized evaluation training

Trends and Issues in Instructional Design and Technology Robert A. Reiser, Alison A. Carr-Chellman, John V. Dempsey, 2024-08-06 *Trends and Issues in Instructional Design and Technology* provides current and future IDT professionals with a clear picture of current and future developments in the field that are likely to impact their careers and the organizations they work for The fifth edition of this acclaimed award winning book has been designed to help instructional design and educational technology students scholars and practitioners to acquire the skills and knowledge essential to attaining their professional goals In addition to the thorough and comprehensive updates made across the text this revision adds 24 new chapters covering artificial intelligence alternative ID models social emotional learning return on investment micro credentials and badging designing for e learning hybrid learning professional ethics diversity and accessibility and more By exploring the field's purpose and history theories and models emerging technologies and environments and continual challenges and newfound concerns this text provides an integral survey of the field's contemporary landscape

The Sage Handbook of Human Resource Development Tonette S. Rocco, Michael Lane Morris, Rob F. Poell, 2024-08-30 *The Sage Handbook of Human Resource Development* offers a comprehensive exploration of the evolving landscape of HRD serving as both an orientation to the profession and an analytical examination of HRD as a field of study and research The handbook addresses key questions such as the state of HRD globally its changes over the past decade and the foundational philosophies and values shaping research and practice in HRD Across eight sections the handbook covers foundational aspects theoretical influences learning and workforce

development talent and career development leadership and organizational development diversity equity inclusion and belonging technology enhanced HRD and emerging issues and future directions Each section provides insights into diverse topics ranging from workplace learning action learning and employee engagement to social media artificial intelligence and future trends With contributions from scholars across the globe the handbook reflects the global nature of HRD making it applicable to academic programs worldwide Designed for academics graduate students HR leaders executives managers and consultants this handbook stands out with its diverse perspectives and insights making it an indispensable guide for those seeking a deep understanding of the dynamic field of Human Resource Development A FOUNDATIONS OF THE DISCIPLINE OF HRD B THEORETICAL INFLUENCES ON HRD C LEARNING AND WORKFORCE DEVELOPMENT D TALENT AND CAREER DEVELOPMENT E LEADERSHIP AND ORGANIZATIONAL DEVELOPMENT F DIVERSITY EQUITY INCLUSION AND BELONGING G TECHNOLOGY ENHANCED HUMAN RESOURCE DEVELOPMENT H EMERGING ISSUES AND FUTURE DIRECTIONS

Coaching in Organizations Madeleine Homan, Linda J. Miller, 2008-03-31 Learn the secret to success in your business coaching program Coaching in organizations has grown substantially over the past ten years with businesses spending millions of dollars on coaching programs in the United States alone Without a universal understanding of what coaching is however executive coaches and consultants may become frustrated with what appears to be little or no tangible results from their corporation's investment How can your company experience an observable return on investment through its coaching program From The Ken Blanchard Companies a leading global corporate training firm comes a powerful guide designed to help executive coaches and managers implement programs that work for their organizations With Coaching in Organizations your business can Learn how to establish a top quality coaching climate Support learning achieve strategic objectives and build up leadership development Look at internal and external coaching and the roles and competencies of each Put the right elements to work to get the most from your coaching program Develop a coaching program that creates sustainability and ensures a real return on your organization's invested training dollars Written by two master certified business coaches and leaders in the business coaching field Coaching in Organizations equips human resource and organizational development professionals as well as javascript sendForm beginning to expert coaches with the tools and methodologies they need to help clients become more effective leaders within their organizations *The CIPP Evaluation Model* Daniel L. Stufflebeam, Guili Zhang, 2017-02-21 The authoritative presentation of a leading evaluation approach this book describes the CIPP Context Input Process and Product Model's origin concepts and procedures Unlike many models CIPP provides for feedback throughout a program Richly illustrated with evaluation cases the book covers methods for engaging stakeholders designing budgeting and contracting evaluations collecting analyzing and reporting information and conducting metaevaluations User friendly features include 26 reproducible checklists and forms and references to relevant computer programs Purchasers get access to a companion website where they can download and print

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Driving Performance through Learning Andy Lancaster, 2019-11-03 HIGHLY COMMENDED Business Book Awards 2020 HR Management Category Deliver learning in the flow of work to optimize your L D activities improving performance of individuals and the overall business Learning and Development L D professionals are uniquely placed in an organization to improve both individual employee performance as well as the overall performance of the business To maximise the impact of learning activities must be aligned with the goals of the organization and delivered in the flow of work so that performance improvement is continuous The course can no longer be the default learning option and creative workplace solutions are now vital Driving Performance through Learning shows L D professionals how to identify business needs and leverage learning that drives performance improvement to enable an organization to achieve its objectives Beginning with an exploration of the fast changing organizational learning landscape Driving Performance through Learning covers everything from how to diagnose needs through performance consulting conversations using data and metrics and tracking impact to designing agile solutions by leveraging technology facilitating social collaboration and vibrant learning communities There is also expert guidance on curating content embedding coaching valuing mistakes and adopting a more self directed learning approach This book also defines the key characteristics of the new learning organization and the emerging roles of the future focussed L D team and whether these new responsibilities should be developed in house or outsourced This is an essential handbook for all L D professionals seeking to transform workplace learning and drive organizational performance **Qualitative**

Research & Evaluation Methods Michael Quinn Patton, 2014-10-29 Drawing on more than 40 years of experience conducting applied social science research and program evaluation author Michael Quinn Patton has crafted the most comprehensive and systematic book on qualitative research and evaluation methods inquiry frameworks and analysis options available today Now offering more balance between applied research and evaluation this Fourth Edition of Qualitative Research more than a hundred new summarizing and synthesizing exhibits and a wide range of new highlight sections sidebars that elaborate on important and emergent issues For the first time full case studies are included to illustrate extended research and evaluation examples In addition each chapter features an extended rumination written in a voice and style more emphatic and engaging than traditional textbook style about a core issue of persistent debate and controversy

Brilliance by Design Vicki Halsey, 2025-01-07 Many subject matter experts are just that subject matter experts not experts in the art of teaching facilitating or designing Thousands of authors trainers and speakers have great content but they lack the skills required to convey their content in a way that inspires learners to unleash their brilliance and move the learning to practice They often spend 70% of their time on WHAT they are going to teach and 30% of their time on HOW

when they should be spending 30% on WHAT and 70% on HOW Their instructional techniques often are at odds with their message of inclusivity eagerness for people to learn and hopes that their content will change lives and organizations

Brilliance by Design outlines how to design learning interactions such as meetings and workshops that enable people to do their best thinking Using the tested signature ENGAGE model it helps anyone who brings people together for the purpose of learning problem solving or innovating to develop a clear high impact training design that unleashes brilliance It presents a model that enables teachers to analyze learner and teacher needs create objectives that meet those needs and incorporate interactive tools that fire em up ensuring all key outcomes are met To help readers unleash the brilliance in others this book provides the structure tools language and models needed to create optimal learning experiences from their ideas practices models and books In learning these techniques readers will achieve powerful outcomes building communities of learners who share best practices and communicate at a deep and profound level while doing real work

TEACHER Coaching Kirsty Stokes,2025-02-28 The only book you need to understand the who what why and how of coaching in schools with relevance for all teachers whatever their age phase or setting Coaching is becoming an increasingly hot topic in education with ideas and principles from sport and business coaching producing successful outcomes for teachers and trainees This book looks at how coaching works within a school setting and how it can be applied in practice It discusses a new TEACHER coaching model to develop a coaching culture that improves both teaching and learning resulting in increased staff happiness and ultimately better support and outcomes for pupils Packed with research on coaching happiness and mindset it focuses on simple lessons for teachers who have limited coaching knowledge as well as information for more experienced teacher coaches Reflective exercises are included throughout to encourage a deeper understanding of the relationship between coaching and education

Building Evaluation Capacity Hallie Preskill,Darlene F. Russ-Eft,2015-08-14 The Second Edition of Building Evaluation Capacity provides 89 highly structured activities which require minimal instructor preparation and encourage application based learning of how to design and conduct evaluation studies Ideal for use in program evaluation courses professional development workshops and organization stakeholder trainings authors Hallie Preskill and Darlene Russ Eft cover the entire process of evaluation including understanding what evaluation is the politics and ethics the influence of culture various models approaches and designs data collection and analysis methods communicating and reporting progress and findings and building and sustaining support Each activity includes an overview instructional objectives minimum and maximum number of participants range of time required materials needed primary instructional method and procedures for facilitators to help learners in the most common evaluation practices

The Six Disciplines of Breakthrough Learning Calhoun W. Wick,Roy V. H. Pollock,Andrew McK. Jefferson,2010-07-20 Whether you re an HR or OD professional or work in a training department learn to apply the principles of follow through management within your organization in the new edition of this bestselling resource Incorporating new research on learning and learning transfer along with new case studies

interviews and tools this edition shares guidelines proven in practice by many Fortune 500 companies on how to design comprehensive learning experiences in leadership and management sales quality performance improvement and professional certification You ll discover the theories and principles underlying the approach as well as the practical methods tools and roadmaps for bridging the knowing doing gap Praise for the Second Edition of The Six Disciplines of Breakthrough Learning No other book in the last decade has been more important for the workplace learning field The second edition is even better incorporating new wisdom learned in the crucible of real world practice Will Thalheimer Ph D president Work Learning Research Inc Simply put this book is a critical read for anyone who wants to ensure that the time and money spent in development produces results Teresa Roche vice president and chief learning officer Agilent Technologies The Six Disciplines brings together many of the most important principles of corporate training in an easy to understand highly visual format Readers will find this book filled with examples models and practical tools you can use to create high impact learning solutions in your own organization Josh Bersin president and chief executive officer Bersin Associates Wick Pollock and Jefferson have a well proven formula for moving learning from an academic exercise to business results Their 6Ds offer all leaders specific and concrete things that they can do to turn learning into results Dave Ulrich professor Ross School of Business University of Michigan and partner The RBL Group I introduced The Six Disciplines to GE s Global Learning Council and I am very glad that I did The Six Disciplines gives us a common language and a common process that work very well in GE Jayne Johnson director Global Leadership Development General Electric The 6Ds model provided a powerful framework for designing high impact learning programs that helped to shape our approach to learning and to align our learning leaders across the organization The second edition adds insights and tools that make this edition even more relevant practical and valuable Robert Sachs Ph D vice president Learning and Development Kaiser Permanente Embracing the Six Disciplines has allowed us to develop truly innovative high impact leadership programs that have changed the trajectory of our firm Carol Bonett vice president leadership development officer Morgan Stanley Smith Barney LLC *Value for Money* Patricia Pulliam Phillips, Jack J. Phillips, Gina Paone, Cyndi Huff Gaudet, 2019-07-05 Written by two of the world s most well known ROI Return on Investment gurus this guide is indispensable for anyone involved in showing the value of money for projects and programs in governments non governmental organizations nonprofits and businesses These range from human capital programs to marketing initiatives technology implementations systems integrations quality and lean processes public health initiatives procurement procedures public relations events risk management policies economic development programs corporate social responsibility projects public policy programs branding activities innovation programs customer satisfaction projects and everything in between In a step by step process the book shows how to measure the success of projects and programs including measuring impact and ROI Return on Investment This book also shows how to forecast the value of the project in advance and how to collect data during and after project implementation It addresses improvements throughout

the process so that the project delivers optimum value In addition to businesses this book is appropriate for governments NGOs nonprofits universities and healthcare organizations As a reference for those who are seeking ways to assign value to what they have measured the book will clarify and resolve much of the mystery surrounding the conversion of data to monetary values Building on a tremendous amount of experience application practice and research the book will be based on the work of many individuals and organizations particularly those who have been reaching the ultimate levels of accountability using the ROI Methodology Developed in an easy to read format and fortified with examples tips and checklists this will be an indispensable guide for those who seek to understand accountability issues *The L&D Leader* Laura Overton,Michelle Ockers,2025-10-03 Is your learning strategy delivering measurable value to the business The L D Leader by Laura Overton and Michelle Ockers is a strategic guide for senior L D executives and organizational leaders who want to align learning priorities with business objectives build workforce capability and drive long term performance Written by two leading industry voices this book distills over 20 years of research with more than 10 000 L D professionals and 230 learning leaders It provides proven tools for assessing focus areas adopting evidence based practices and embedding principles that make L D more outcomes led innovative data driven and agile You ll discover how to Align L D strategy with business priorities for maximum impact Build workforce skills that meet current and future demands Move beyond tools and models to create sustainable learning value Lead change in L D culture governance and delivery With real world examples from McKinsey Company Barnardo s AstraZeneca and Multiplex The L D Leader equips senior decision makers to transform learning into a strategic driver of business success Themes include L D strategy leadership governance workforce capability data driven learning business alignment

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