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Titolo	Increasing Learning & Development's Impact through Accreditation : How to drive-up training quality, employee satisfaction, and ROI // by William J. Rothwell, Sandra L. Williams, Aileen G. Zaballero
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ISBN	9783030140045 3030140040
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Descrizione fisica	1 online resource (292 pages) : illustrations
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Lingua di pubblicazione	Inglese
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Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Chapter 1: Introduction -- Chapter 2: Align Learning with Organization Mission Values -- Chapter 3: Structuring for Accountability -- Chapter 4: Management of Training -- Chapter 5: Planning for Learning -- Chapter 6: Is Training the Answer? Assessing Needs -- Chapter 7: Intended Learning Outcomes -- Chapter 8: Who Should Be Involved in Instruction? -- Chapter 9: Conducting Learning Events Professionally -- Chapter 10: Deciding What to Include -- Chapter 11: Methods to Achieve Consistency -- Chapter 12: Feedback and Job Application -- Chapter 13: Records and Program Evaluation -- Chapter 14: Accreditation Sources.
Sommario/riassunto	This book provides a guide to the process of accrediting training programs, sets out how to achieve consistent measurement of the

results of training, and explains why accreditation is critical for capturing and developing today's workers' skills, aiding retention, and boosting strategic organizational credibility with millennials. Workplace and executive training is a multi-billion dollar industry and yet an enormous percentage of that budget is spent on programs that have never been rigorously examined to ensure that they are fit for purpose and deliver value for money. If you're signing off on that budget, or asking your people to spend time on training programs, shouldn't that concern you? Training accreditation offers vital quality assurance, ensures global consistency of results and delivers accountability for learning and performance outcomes. Apart from delivering better results and greater ROI, organizations can differentiate themselves from their competitors in the employment marketplace by offering accredited proprietary training. After all, digital natives, and indeed all of today's most talented potential employees, expect (and increasingly demand) the high quality, engaging and transferable employee development that only accredited programs can deliver. Aligning with the standards set by the International Association of Continuing Education and Training (IACET) – today's premier accreditation body for training programs – the authors offer principles for quality program structure, delivery, and improvement needed to achieve accreditation. They share practices used by high quality training program managers today, covering business alignment and program administration along with the planning, design, delivery and evaluation of learning systems.
