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Learning Theory in the Practice of Management Development Evolution and Applications

By Sara Grant

Praeger. Hardcover. Condition: New. 184 pages. Dimensions: 9.5in. x 6.4in. x 0.8in. The workplace is the ideal environment for tying together management theory and practice and yet, classes in many regular management development programs are conducted away from the work site, and class sizes are so large that individual instruction is difficult to achieve. In this book, the authors seek effective ways to merge theory with workplace practice, and advocate the modular preceptor method whereby participants work together in dyads and triads with a preceptor acting as advisor and instructor. Unlike traditional management development programs which do not usually lead to behavior changes, the modular preceptor model has behavior change as the basic aim. Participants can remain at work while experiencing individualized learning, developing problem solving skills, and acquiring new knowledge which can be immediately applied to work situations. Various ways of learning, such as passive (lecture, case study, discussion) and experiential (role playing, games, sensitivity training) are examined. No single mode of learning can be comprehensive and adequate for all situations. The authors contend, however, that experiential learning is most effective for increasing the will and competence to learn and for using what is learned to change manager behavior. The...



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