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DESIGNING LEARNING AND DEVELOPMENT FOR RETURN ON INVESTMENT (PAPERBACK)



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Business Expert Press, United States, 2017. Paperback. Condition: New. Language: English . Brand New Book ***** Print on Demand *****.Learning practitioners have, for too long, been struggling to shift the perception of learning and development from a function that is a cost to the organization, to that of a function that is central to delivering value-added activities for the organization. The ability to deliver a return on investment is not about investing in good evaluation mechanisms, although this is important. It is imperative that the learning practitioner owns the numbers and works with financial metrics in order to bid for adequate resources and support the organization's strategic ambitions. This book offers a brief overview of both a theoretical and a practical framework. The theoretical underpinning provides an examination of how the theories and research about human and group dynamic processes and self-renewal can be utilized in intervention design. The emphasis is on the self-renewal ability of the individual and the facilitation of the movement of groups to improve the health and effectiveness of organizations in a sustainable way.



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