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The Learning Challenge: Dealing with Technology, Innovation and Change in Learning and Development

Nigel Paine

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Nigel Paine : The Learning Challenge: Dealing with Technology, Innovation and Change in Learning and Development before purchasing it in order to gage whether or not it would be worth my time, and all praised The Learning Challenge: Dealing with Technology, Innovation and Change in Learning and Development:

0 of 0 people found the following review helpful. One for all LD ProfessionalsBy Mr. Con SotidisThere really is not much one can say about Mr Paine and his book - simply excellent. Not only does it cover all the current challenges we

as LD professionals face but he supports each one with a case study and options / strategies to go forward. His ability to tap into some of the gurus of LD from around the world brings this book to life as they recount how they went about resolving and addressing these challenges. The book covers everything from the changing LD landscape, 70-20-10, Neuroscience, Performance Support and Instructional Design and my favourite of all was Learning Impact. If you are a learning professional and looking at way to address your current challenges the book will go a long way in helping you achieve that. 0 of 0 people found the following review helpful. Really superb
By Stephen Roberts
Really enjoyed this book that I found out about in a review on TD (the ATDs magazine). Gives really practical advice and insights, plus case studies from companies. Well worth it!
0 of 0 people found the following review helpful. How corporate learning is changing
By John Gibbs
Learning is an integral part of great workplaces, and as our world changes, continuous learning becomes not a luxury for the few but a necessity for the many, according to Nigel Paine in this book. In a new age, we need new models of business, and to match these we need new models of learning. The author argues that workplace-based learning is undergoing a number of significant transformations:
• Isolated learning operation to one which is fully aligned with the business
• Course catalogue approach to multifaceted learning environments
• Isolated incidents of learning to a focus on continuous learning
• Formal class-based learning to a balance between formal, experiential and on-the-job
• Infrequent large chunks of learning to small granules delivered at the moment of need
• Management indifference and polite tolerance to enthusiastic embrace
After discussing the changing context for learning, the author moves on in the second part of the book to discuss new ideas for learning, including ways of measuring impact and recent developments in instructional design. The third part of the book covers such concepts as big data and learning analytics, neuroscience and learning, and trends in learning technology. The book is probably more suited for reading by corporate learning specialists, rather than by a general audience. As a reader who is not a learning specialist, I was less interested in trends in the L D profession and more interested in what the author had to say about measuring impact, instructional design, and technology for learning.

The landscape of workplace learning is transforming. Organizations today understand that formal training is not always the best solution in the fast changing world of innovation and new technology. The rise of social and informal learning, gamification of training, dealing with big data and working with extended enterprise are just some challenges LD professionals face in their work today. The Learning Challenge helps practitioners to make sense of the latest developments in this area and the impact they have on the learning function in their organization. With the help of case studies and interviews from a range of high profile practitioners, The Learning Challenge defines the role the new learning leader and illuminates the practical implications for creating and implementing a learning strategy for the 21st century.

"This book checks all the boxes for me. A great summary of the challenges and opportunities for learning in organizations all over the world."