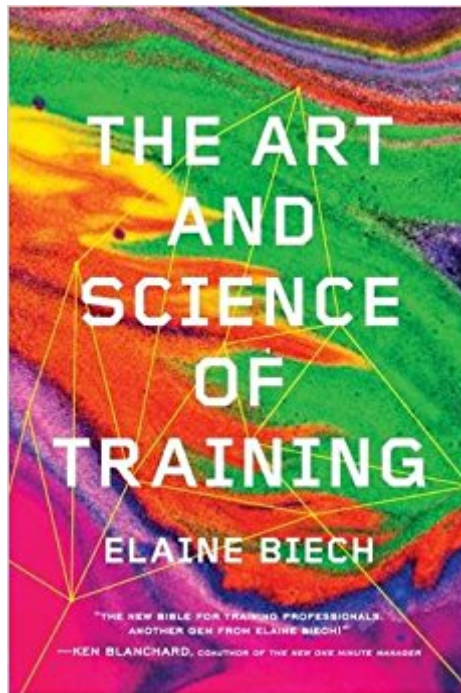The book was found

The Art And Science Of Training

Synopsis

There are more similarities than differences between how artists and scientists work. Both ask countless questions. Both search in earnest for answers. Both are dedicated to reaching the best results. Not so different from today's trainers, are they? Ã Â Elaine Biech, one of the most highly regarded names in talent development, has set out to identify the perfect blend of content mastery and audience insight. The result is this highly informative book. The Art and Science of TrainingÃ Â presents the science for learning and development, but it also emphasizes that training success lies in knowing what to do when things don't go as planned. Ã Â Discover how top facilitators always put learners first, even when faced with exceptions to the ruleÃ¢ ¬â •the unwilling learner, the uninformed supervisor, the inappropriate delivery medium, or the unmanageable performance challenge. And learn why you must understand people, not only content, to ensure consistently exceptional learning experiences. Ã Â Science is both a body of knowledge and a process. Art is the expression of creativity and imagination. Where they intersect is the best way to help others learn and grow.

Book Information

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Customer Reviews

Elaine Biech, president of ebb associates inc, a strategic implementation, leadership development, and experiential learning consulting firm, has been in the field for thirty years helping organizations work through large-scale change. She has presented at dozens of national and international conferences and has been featured in publications such as The Wall Street Journal, Harvard

Management Update, Investors Business Daily, and Fortune Magazine. She is the author and editor of over 50 books including the ASTD Hand Book for Workplace Learning Professionals, ASTD Leadership Handbook, 10 Steps to Successful Training, The Ultimate Trainer, Thriving Through Change, The Business of Consulting, 2nd ed., and Training for Dummies. A long time volunteer for ASTD, she has served on ASTD's National Board of Directors, was the recipient of the 1992 ASTD Torch Award, the 2004 ASTD Volunteer Staff Partnership Award, and the 2006 Gordon Bliss Memorial Award. Elaine was instrumental in compiling the CPLP study guides and has designed five ASTD Certificate Programs. In addition to her work with ASTD, she has served on the Independent Consultants Association's (ICA) Advisory Committee and on the Instructional Systems Association (ISA) board of directors.

Wow, this is an incredible resource to start the new year! From the moment I picked up The Art and Science of Training it felt unique. I would call it a Ãƒ‚Ã â ¬Ã Å"how toÃƒ‚Ã â ¬Ã Â• guide for training practitioners. Each chapter is titled based on the most relevant learning and development challenges. For example, How can we best transfer of learning to the workplace? (Chapter 9 outlines fresh advice and great activities to implement before, during, and after training.) What are the best ways to prepare in order to foster a positive learning environment? (Chapter 6 is full of tips, along with a fabulous logistics checklist.) What kinds of information do stakeholders want to truly show training was effective? (Chapter 11 -Why Bother with Assessment and Evaluation - is my favorite. It offers simple, powerful questions to ask based on each evaluation level. It also inspired new ideas for me to better articulate ROI and ROE!)I especially love the innovate format of this book. At the end of every chapter, the author highlights Ãƒ‚Ã â ¬Ã Å"what we know for sureÃƒ‚Ã â ¬Ã Â•, Ãƒ‚Ã â ¬Ã Å"the art partÃƒ‚Ã â ¬Ã Â• of each topic, and Ãƒ‚Ã â ¬Ã Å"art and science questions to askÃƒ‚Ã â ¬Ã Â•, along with additional resources on the specific content. These pieces are perfect for taking a deeper dive and/or challenging my professional development. I highly recommend adding this book to your 2017 Ãƒ‚Ã â ¬Ã Å"must readÃƒ‚Ã â ¬Ã Â• list!

Comprehensive really is an understatement for this book. IÃƒ‚Ã â ¬Ã â„¢ve been a trainer for more than 30 years and have taught Ãƒ‚Ã â ¬Ã Å"train-the-trainerÃƒ‚Ã â ¬Ã Â• programs to Fortune 500 organizations for three decades. In my opinion, whether you are a seasoned pro or first beginning, you will benefit greatly from this book.The author weaves the science and art together like this: The science explains the Ãƒ‚Ã â ¬Ã Å"whyÃƒ‚Ã â ¬Ã Â• and the art tells the

Ãƒ¢Ã â¬Ã Å"howÃƒ¢Ã â¬Ã Â• to make it work for the learner. All the chapters are in question format. Then the chapters end by answering the question with two headings: Ãƒ¢Ã â¬Ã Å"What We Know For SureÃƒ¢Ã â¬Ã Â• (a list of scientific facts/research conclusions) and Ãƒ¢Ã â¬Ã Å"The Art Part.Ãƒ¢Ã â¬Ã Â•Additionally, many of the chapterÃƒ¢Ã â¬Ã â„¢s big questions include smaller questions and answers within the topic. For example: Ãƒ¢Ã â¬Ã Å"How does stress affect learning?Ãƒ¢Ã â¬Ã Â• and Ãƒ¢Ã â¬Ã Å"How can facilitators reduce stress in learning?Ãƒ¢Ã â¬Ã Â•Finally, the writing is anything but dull. I love her clever turn of phrases throughout. For example: Heading title: Ãƒ¢Ã â¬Ã Å"Rock with AGESÃƒ¢Ã â¬Ã Â• is the heading for a discussion about David RockÃƒ¢Ã â¬Ã â„¢s AGES model to review training events. She also uses great analogies, like comparing the brain to software (the Ãƒ¢Ã â¬Ã Å"saveÃƒ¢Ã â¬Ã Â• function). If you donÃƒ¢Ã â¬Ã â„¢t hit the Ãƒ¢Ã â¬Ã Å"saveÃƒ¢Ã â¬Ã Â• function while learning, that learning doesnÃƒ¢Ã â¬Ã â„¢t get stored into long-term memory. That is, the brain needs to link whatÃƒ¢Ã â¬Ã â„¢s being taught with whatÃƒ¢Ã â¬Ã â„¢s already known and how you think.Highly recommended for anyone who needs to design, develop, or deliver training.

I ordered this book and was pleased to get it right away via Prime - thanks !I am preparing for an interview for a corporate training role and I found this book to be the perfect "how to" manual covering the latest best practices in the training field. Ms. Biech writes this book from two perspectives - the science of how we learn and the art of making training creative and engaging. She writes in a very practical style making it easy to remember the concepts. I look forward to reading future works showcasing this author's thought leadership. Thank you for sharing your expertise, Ms. Biech.

You really need to read this book, especially if youÃƒ¢Ã â¬Ã â„¢re a trainer or facilitator. The whole point of training is the improved performance of the learner. As Elaine Biech masterfully shows, effective trainers need to deliver research-based content (science) in creative and imaginative ways (art). Read this book and youÃƒ¢Ã â¬Ã â„¢ll be a better trainer. Period.

Really good trainers sometimes do a disservice to our profession because they make the job look so easy that it seems anyone can do it. Of course, we know thatÃƒ¢Ã â¬Ã â„¢s not true, and we know the thought and planning that goes into putting together an engaging and effective training event. Now, in The Art and Science of Training, we have a way to explain the science behind the

magic we weave.If you are just starting out in the training field, no one can give you a better foundation than Elaine Biech. A self-taught trainer, she summarizes her years of experience into practical ÃƒÂ¢Ã â¬Ã Å"how-toÃƒÂ¢Ã â¬Ã Â• steps that make the science work for you while you use the artist within to encourage learning and create an environment conducive to the same. For those with more experience, she does a masterful job of cutting through all the ÃƒÂ¢Ã â¬Ã Å"neuroscience noiseÃƒÂ¢Ã â¬Ã Â• that is the rage, as she demonstrates chapter by chapter how the early cognitive science of training we have used for decades is still as relevant as ever.This is my new favorite ÃƒÂ¢Ã â¬Ã Å"go toÃƒÂ¢Ã â¬Ã Â• book I am sharing with staff and colleagues, be they artists or scientists ÃƒÂ¢Ã â¬Ã â œ or a little of both!

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