

The Six Disciplines Of Breakthrough Learning

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Six Ds 23 Figure I.8. TRAINING AND DEVELOPMENT NEEDS TO DESIGN THE

THE SIX DISCIPLINES OF BREAKTHROUGH LEARNING

ROY V.H. POLLOCK is Chief Learning Officer and cofounder of The 6Ds Company. He is a popular speaker on improving the value created by training and development. ANDREW MCK. JEFFERSON is cofounder and Chief Executive Officer of The 6Ds Company and a world-wide learning and development consultant.. CALHOUN W. WICK, founder of the Fort Hill Company, is internationally recognized for his work on ...

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How the Six Disciplines of Breakthrough Learning Turned ...

The science behind the 6Ds and practical guides to their implementation are detailed in our best-selling books, The Six Disciplines and the Field Guide To The 6ds. Learn More ... Roy is the co-author of the best-selling Six Disciplines of Breakthrough Learning, which Will Thalheimer of Work-Learning Research called “the most important ...

The 6Ds Company

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But for those that do, the pay-off is there. A recent one of our investments that’s following the Six Disciplines program more than doubled their revenue and tripled EBITA in four years.” ...

Home - Six Disciplines

These are the six disciplines of breakthrough learning—the 6Ds for short: D1: Define the Business Outcomes —start with “why”; clarify the business rational and expected results in business terms D2: Design the Complete Learning Experience —before, during, and after instruction D3: Deliver for ...

What are the 6Ds? | The 6Ds Company

The book proposes six disciplines and offers scores of recommendations, but it’s central message is that what happens after training is just as important—and probably more important—than the training itself. The six disciplines are: 1. Define Outcomes in Business Terms 2. Design the Complete Experience 3. Deliver for Application 4.

Book Review -- Wick, Pollock, Jefferson, & Flanagan (2006 ...

A brief introduction to the six disciplines practiced by the most effective corporate learning organizations.

Introducing the 6Ds: The Six Disciplines of Breakthrough ...

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The Six Disciplines of Breakthrough Learning presents an innovative approach that accelerates the transfer and application of corporate learning. The Six Disciplines provides the definitive road map and tools for optimizing the business impact of leadership and management training, sales, quality, performance improvement, and individual development programs.

Revised edition of the authors' The six disciplines of breakthrough learning, 2010.

Get real results for your business – maximize your training and development programs
Corporate learning and development programs play an undeniable role in successful business endeavors, but only when they're done right. The significant revisions in the third edition of The Six Disciplines of Breakthrough Learning add fresh, timely elements to a resource that has become known globally as a trusted guide for professionals determined to get the most of their companies' training and development programs. All-new examples, tools, guides, and insights combine to make an excellent, all-in-one resource for everyone from workplace professionals and HR managers to training development providers and businesses leaders looking to maximize the return on their enterprise's learning budget. Infused with current research and recent case studies, this resource serves as a practical guide that recommends concrete actions for producing tangible results. Tools, guides, and checklists in every chapter ensure that readers walk away with meaningful strategies that can be implemented right away. The book includes: A complete review of research drawn from thousands of insights, goals, and lessons learned Specific strategies and actions that can be put into effect quickly for immediate results A focus on ROI for business leaders wanting to make a clearer connection between dollars spent and new skills gained Checklists in each chapter to help learning organizations perform quality audits of new and existing learning programs The third edition of The Six Disciplines of Breakthrough Learning contains so many new resources and so much thoroughly-revised content that even those who own previous editions will find its reinvigorated approach highly beneficial. Strengthen the link between your learning efforts and your business goals with this increasingly popular, globally recognized resource.

Get real results for your business – maximize your training and development programs
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become known globally as a trusted guide for professionals determined to get the most of their companies' training and development programs. All-new examples, tools, guides, and insights combine to make an excellent, all-in-one resource for everyone from workplace professionals and HR managers to training development providers and business leaders looking to maximize the return on their enterprise's learning budget. Infused with current research and recent case studies, this resource serves as a practical guide that recommends concrete actions for producing tangible results. Tools, guides, and checklists in every chapter ensure that readers walk away with meaningful strategies that can be implemented right away. The book includes: A complete review of research drawn from thousands of insights, goals, and lessons learned Specific strategies and actions that can be put into effect quickly for immediate results A focus on ROI for business leaders wanting to make a clearer connection between dollars spent and new skills gained Checklists in each chapter to help learning organizations perform quality audits of new and existing learning programs The third edition of The Six Disciplines of Breakthrough Learning contains so many new resources and so much thoroughly-revised content that even those who own previous editions will find its reinvigorated approach highly beneficial. Strengthen the link between your learning efforts and your business goals with this increasingly popular, globally recognized resource.

Practical guidelines for implementing the six disciplines of breakthrough learning The Six Disciplines of Breakthrough Learning has become a standard for companies serious about increasing the return on their investment in learning and development. Now the authors help workplace learning professionals apply the concepts of their bestselling book. With real-world applications, case studies, how-to guidelines, and practical advice and examples for implementing the 6Ds, The 6Ds Fieldbook: Beyond ADDIE will help organizations substantially increase the return on investment and decrease "learning scrap," the potential value that goes unrealized in many learning and development initiatives. Helps OD professionals apply the concepts of the bestselling Six Disciplines of Breakthrough Learning Includes all new case studies, examples, tools, and best practices in use by organizations that have successfully used the 6Ds Taps into the experience and expertise of 6Ds practitioners Linking to social media to enhance the lessons of the book, The 6Ds Fieldbook is an easy-to-use and widely-applicable guide to getting the most from learning and development.

Argues that developing and implementing an execution strategy plan which involves all employees will ensure that small and mid-sized companies will be able to manage growth, remain innovative, and increase profitability.

This book fills a need for trainers, participants, and managers by providing a practical guide on how to get the most from a learning and development program. The book offers proven tools that help training participants get the most from the programs and includes the tools necessary to the transfer and application of critical new learning. The book explains how to create an environment that supports the participant's successful transition from program learning to producing valuable results. The tools and suggestions are a formula for success that will add value to virtually any learning and development initiative.

Now is the time for Breakthrough Leadership This book was borne out of urgency. We face the consequences of a raging pandemic, coupled with an unprecedented call to end racial injustice. COVID-19 has exposed longstanding structural inequities, while at the same time offering a rare "breakthrough" opportunity to dismantle inequitable systems that have harmed our most marginalized students for generations. Breakthrough Leadership is rooted in moral courage and calls us to act upon a new discovery, or epiphany about a fundamental truth that

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challenges previous beliefs. While this book offers examples of schools that were "beating the odds" pre-COVID-19 as well as strategies for changing those odds in the future. Breakthrough Leadership also spotlights professionals now leveraging crises like this to shape local and national priorities toward a more equitable and healthy society for our children in order to: Create and sustain Equitable Learning Communities (ELCs) that are grounded in relational trust Establish comprehensive systems to ensure that all students thrive Implement cutting-edge principles of effective curriculum, instruction, and assessment including culturally responsive teaching, trauma-informed practice, and blended learning Meaningfully engage families and community Leadership from the classroom to the board room is needed to advance an agenda of equitable and successful outcomes for our students. The facts stakes couldn't be starker. Good leadership saves lives both in pandemics, and in our profession. "The critical variable that determines whether or not our schools can respond adequately to the numerous challenges that they and their children face is leadership. . . This book is about the work of such leaders. In big cities, small towns, and rural areas, a small number of principals and superintendents are showing that progress can be made when leaders have the resourcefulness and courage to address equity challenges directly. The educational leaders profiled in this book have a clear sense of how to systematically build the capacity of teachers and schools to meet the needs of the students they serve. I urge other leaders to learn from them so that great schools that serve all children well, will be the norm, rather than the exception." ~Pedro Noguera "With all its devastation, COVID-19 also presents the opportunity of the century to transform the public education system that, to say the least, has become stalled and stagnant in the past 50 years. . . . Breakthrough Leadership makes a significant contribution to our next phase, which must be one of definable and targeted transformation of equity-based learning. ~Michael Fullan

BUSINESS STRATEGY. "The 4 Disciplines of Execution "offers the what but also how effective execution is achieved. They share numerous examples of companies that have done just that, not once, but over and over again. This is a book that every leader should read! (Clayton Christensen, Professor, Harvard Business School, and author of "The Innovator s Dilemma)." Do you remember the last major initiative you watched die in your organization? Did it go down with a loud crash? Or was it slowly and quietly suffocated by other competing priorities? By the time it finally disappeared, it s likely no one even noticed. What happened? The whirlwind of urgent activity required to keep things running day-to-day devoured all the time and energy you needed to invest in executing your strategy for tomorrow. "The 4 Disciplines of Execution" can change all that forever.

The Challenge Built to Last, the defining management study of the nineties, showed how great companies triumph over time and how long-term sustained performance can be engineered into the DNA of an enterprise from the very beginning. But what about the company that is not born with great DNA? How can good companies, mediocre companies, even bad companies achieve enduring greatness? The Study For years, this question preyed on the mind of Jim Collins. Are there companies that defy gravity and convert long-term mediocrity or worse into long-term superiority? And if so, what are the universal distinguishing characteristics that cause a company to go from good to great? The Standards Using tough benchmarks, Collins and his research team identified a set of elite companies that made the leap to great results and sustained those results for at least fifteen years. How great? After the leap, the good-to-great companies generated cumulative stock returns that beat the general stock market by an average of seven times in fifteen years, better than twice the results delivered by a composite index of the world's greatest companies, including Coca-Cola, Intel, General Electric, and Merck. The Comparisons The research team contrasted the good-to-great companies with a

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carefully selected set of comparison companies that failed to make the leap from good to great. What was different? Why did one set of companies become truly great performers while the other set remained only good? Over five years, the team analyzed the histories of all twenty-eight companies in the study. After sifting through mountains of data and thousands of pages of interviews, Collins and his crew discovered the key determinants of greatness -- why some companies make the leap and others don't. The Findings The findings of the Good to Great study will surprise many readers and shed light on virtually every area of management strategy and practice. The findings include: Level 5 Leaders: The research team was shocked to discover the type of leadership required to achieve greatness. The Hedgehog Concept (Simplicity within the Three Circles): To go from good to great requires transcending the curse of competence. A Culture of Discipline: When you combine a culture of discipline with an ethic of entrepreneurship, you get the magical alchemy of great results. Technology Accelerators: Good-to-great companies think differently about the role of technology. The Flywheel and the Doom Loop: Those who launch radical change programs and wrenching restructurings will almost certainly fail to make the leap. "Some of the key concepts discerned in the study," comments Jim Collins, "fly in the face of our modern business culture and will, quite frankly, upset some people." Perhaps, but who can afford to ignore these findings?

How to Measure Training Results presents practical tools for collecting and measuring six types of data critical to an overall evaluation of training. This timely resource: Includes dozens of reproducible tools and processes for training evaluation Shows how to measure both financial and intangible/non-financial results

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