

Learning & Development Reading Resources

The following books provide excellent overviews, plans, and advice on shifting to a pro-active, business-aligned approach to Learning & Development. Note: a few of the offerings still include the verbiage “training” – which will help people making the transition from traditional training.

Title / Author(s)	Notes
<u>The Six Disciplines of Breakthrough Learning</u> (2 nd Edition) Wick, Pollock, Jefferson	A comprehensive guide to ensuring your learning & development efforts are focused, effective, and linked to the business.
<u>Getting Your Money’s Worth from Training & Development</u> Wick, Pollock, Jefferson	A companion piece to the book listed above, there are manager and participant versions. A great, fast guide to manager’s on how to support learning efforts. A great guide for any learning & development people on how to make sure they’re delivering on what the business needs.
<u>FYI: For Your Improvement</u> Korn Ferry / Lominger Group	A comprehensive “diagnostic” on tangible and less tangible behaviors and how to address skills or knowledge gaps with individuals. (A more substantial investment, however well worth having a copy for your organization to share.)
<u>The Mager 6-Pack</u> Robert Mager	A classic – easy to read; includes an exceptionally clear “performance analysis flow diagram” that will help you identify what the true issue is for virtually any task.
<u>First Things Fast</u> Allison Rossett	How to conduct an upfront analysis of what’s really needed in terms of skills, knowledge, support, etc.
<u>High Impact Learning</u> Robert Brinkerhoff	Very clear on how to link learning to business goals, including how to know if you’re on the right track.