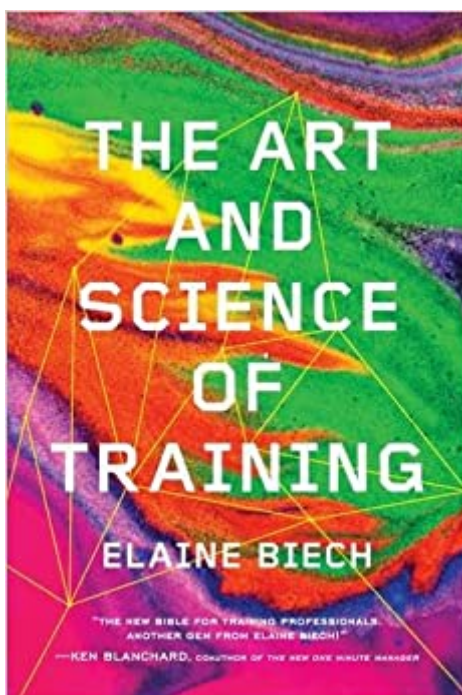


The book was found

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? Æ 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 TrainingÆ 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. Æ Discover how top facilitators always put learners first, even when faced with exceptions to the ruleâ "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. Æ 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

Paperback: 304 pages

Publisher: Association for Talent Development (December 15, 2016)

Language: English

ISBN-10: 1607280949

ISBN-13: 978-1607280941

Product Dimensions: 5.9 x 0.6 x 9.1 inches

Shipping Weight: 14.1 ounces (View shipping rates and policies)

Average Customer Review: 5.0 out of 5 stars 5 customer reviews

Best Sellers Rank: #55,450 in Books (See Top 100 in Books) #53 inÆ Books > Business & Money > Management & Leadership > Mentoring & Coaching #108 inÆ Books > Business & Money > Processes & Infrastructure > Organizational Learning #118 inÆ Books > Business & Money > Management & Leadership > Training

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 "how to" 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 "what we know for sure", "the art part" of each topic, and "art and science questions to ask", 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 "must read" list!

Comprehensive really is an understatement for this book. I've been a trainer for more than 30 years and have taught "train-the-trainer" 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 "why" and the art tells the "how" 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: "What We Know For Sure" (a list of scientific facts/research conclusions) and "The Art Part." Additionally, many of the chapter's big questions include smaller questions and answers within the topic. For example: "How does stress affect learning?" and "How can facilitators reduce stress in learning?" Finally, the writing is anything but dull. I love her clever turn of phrases throughout. For example: Heading title: "Rock with AGES" is the heading for a discussion about David Rock's AGES model to review training events. She also uses great analogies, like comparing the brain to software (the "save" function). If you don't hit the "save" function while learning, that learning doesn't get stored into long-term memory. That is, the brain needs to link what's being taught with what'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 you'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 you'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 that'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 "how-to" 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 neuroscience noise 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 book I am sharing with staff and colleagues, be they artists or scientists or a little of both!

[Download to continue reading...](#)

Puppy Training: How To Train a Puppy: A Step-by-Step Guide to Positive Puppy Training (Dog training, Puppy training, Puppy house training, Puppy training ... your dog, Puppy training books Book 3) Crate Training: Crate Training Puppies - Learn How to Crate Train Your Puppy Fast and Simple Way (Crate Training for Your Puppy): Crate Training (Dog Training, ... Training, Dog Care and Health, Dog Breeds,) Puppy Training: A Step-by-Step Guide to Crate Training, Potty Training, Obedience Training, and Behavior Training Cat Training: The Definitive Step By Step Guide to Training Your Cat Positively, With Minimal Effort (Cat training, Potty training, Kitten training, Toilet ... Scratching, Care, Litter Box, Aggression) Puppy Training: The Ultimate Guide to Housebreak Your Puppy in Just 7 Days: puppy training, dog training, puppy house breaking, puppy housetraining, house ... training, puppy training guide, dog tricks) Puppy Training: The Complete Guide To Housebreak Your Puppy in Just 7 Days: puppy training, dog training, puppy house breaking, puppy housetraining, house ... training, puppy training guide, dog tricks) Brain Games for Dogs: Training, Tricks and Activities for your Dog's Physical and Mental wellness (Dog training, Puppy training, Pet training books, Puppy ... games for dogs, How to train a dog Book 1) Bodyweight Training: Bodyweight Cross Training WOD Bible: 220 Travel Friendly Home Workouts (Bodyweight Training, Bodyweight Exercises, Strength Training, ... Bodybuilding, Home Workout, Gymnastics) Rowing WOD Bible: 80+ Cross Training C2 Rower Workouts for Weight Loss, Agility & Fitness (Rowing Training, Bodyweight Exercises, Strength Training, Kettlebell, ... Training, Wods, HIIT, Cardio, Cycling) Dog + Puppy Training Box Set: Dog Training: The Complete Dog Training Guide For A Happy, Obedient, Well Trained Dog & Puppy Training: The Complete Guide To Housebreak Your Puppy in Just 7 Days Puppy Training: How to Housebreak Your Puppy In Just 7 Days (puppy training, dog training, puppy house breaking, puppy housetraining, house training a puppy,) Dog Crate Training: 8 Tips to Help Your Best Friend Adjust (Dog Training, dog crate training problems, dog separation anxiety, dog potty training Book 1) Puppy Training : How to Housebreak Your Puppy in Just 7 Days: (Puppy Training, Dog Training, How to Train A Puppy, How To Potty Train A Puppy, How To Train A Dog, Crate Training) Dog Training -Train Your Dog like a Pro:The Ultimate Step by Step Guide on How to Train a Dog in obedience(Puppy Training, Pet training book) (Dog Training,

... training books,How to train a dog, Book 2) The Ultimate Guide to Weight Training for Swimming (The Ultimate Guide to Weight Training for Sports, 25) (The Ultimate Guide to Weight Training for Sports, Guide to Weight Training for Sports, 25) Puppy Training: The full guide to house breaking your puppy with crate training, potty training, puppy games & beyond (puppy house breaking, puppy housetraining, ... dog tricks, obedience training, puppie) Puppy Training: Best Tested and Fast Techniques to Train Your Puppy in Obedience, Potty Training, and Crate Training! Puppy Training: Proven and Fast Working Techniques To Train Your Puppy In Obedience, Potty Training And Crate Training Dog Training: The Ultimate Guide To Training Your Dog To Be Obedient and Do Cool Tricks (Dog Training Books Book 1) What I'd Teach Your Horse: Training & Re-Training the Basics: Horse Training How-To, Volume 8

[Contact Us](#)

[DMCA](#)

[Privacy](#)

[FAQ & Help](#)