The 2008 Pfeiffer Annual Training

This annual focuses on change management. It is designed as a ready-made toolkit of ideas, methods, techniques and models. Year after year, consultants, trainers, and human resource professionals have come to rely on The Pfeiffer Annuals to provide them with the most current and quality tools on a wide variety of topics. In this book, editor Elaine Biech and contributors to the Annuals have honed in on the important theme of team building to create the first topic-specific book in The Pfeiffer Annuals series. The Pfeiffer Book of Successful Team-Building Tools, 2nd Edition, includes an innovative ten-block model for building a high-performance team and draws on the best-on-the-topic articles from thirty-five years of Annuals volumes.

Economics, finance, business and industry.

Today's management world continually relies on technological efficiency to function and perform at a high standard. As technology becomes a greater part in many fields, understanding and managing this factor is integral for organizations. Inventive Approaches for Technology Integration and Information Resources Management provides an overview and analysis of knowledge management in sustainability, emergency preparedness, and IT, among other fields integral to the modern technological era. By providing a foundation for innovative practices in using technology and information resources, this publication is essential for practitioners and professionals, as well as undergraduate/graduate students and academicians.

This second volume of two discusses the employment of action learning in different contexts, including healthcare, education, government, military and the business world. Use of action learning in delivery of Future Search Conferences is addressed, as well as action learning in community and civil society and the future of action learning.

The 2009 Pfeiffer Annual: Training offers a hands-on guide to the latest thinking and recent approaches to training and development. This year's Annual presents a "talent management" theme. The contributors address the keen competition organizations face in acquiring and retaining talented people. The Annual is divided into four sections: Experiential Learning Activities (ELAs); Editor's Choice; Inventories, Questionnaires, and Surveys; and Articles and Discussion Resources. The fourth section, Editor's Choice, includes cutting edge material that doesn't quite fit the other sections.

This practical, how-to overview of the entire training function provides new trainers with critical training skills. Use ""ASTD's Ultimate Train the Trainer"" program to bring new trainers quickly up-to-speed, engage SMEs in the learning process, and enhance seasoned trainers' skills with the latest techniques for delivering powerful training. Following the proven ADDIE methodology, ""ASTD's Ultimate Train the Trainer"" provides a comprehensive program including options for full-day or multi-day session agendas, as well as learning activities, customizable PowerPoint[registered] slides, and participant handouts. Authored by training's consummate professional, Elaine Biech, ""ASTD's Ultimate Train the Trainer"" is a 'must have' for every training manager's bookshelf.

Offers comprehensive coverage of the issues, concepts, trends, and technologies of distance learning.

Whether leading a small team or a multinational corporation, within the public or private sector, a thorough understanding of the theory and best practice of leadership is essential. Leadership: Regional and Global Perspectives provides a fresh approach to leading in contemporary business environments. The theory component is complemented by a focus on strategic application. Each chapter features case studies highlighting the practical application of key concepts by organisational leaders in the Australasian region. Case studies at the end of each chapter provide a more nuanced analysis of the theory, while accompanying questions encourage students to think critically. Learning is further supported through the inclusion of learning objectives, key terms, further readings and review questions. An extensive bank of web resources is available to lecturers to support their teaching. Written by an expert team of academics from across Australia, Leadership gives students the tools they need to navigate their leadership journey.

The field of e-learning continues to experience dramatic andturbulent growth. Over time, as technology has improved and themethod's real capabilities have emerged, e-learning has gainedwidespread acceptance and is now the fastest growing sector ofcorporate learning. As in years past, Michael Allen's Annual offers a diverseand important collection that contains some of the most currentinsights and best practices that will help both educators andworkplace learning leaders address issues of design andimplementation, as well as strategy and culture. In addition, this new volume offers a diverse mix of contentthat spans the full spectrum of technology-based learning. Yearafter year, the Annual discusses emerging trends in social media;showcases e-learning innovation; presents contemporary- andbest-practices; tackles big-picture, strategic issues; and providesa host of useful tips and techniques. Additional content is alsoavailable online. Praise for Michael Allen's 2012 e-LearningAnnual "Michael Allen's Annual really is annual. I found newexamples and provocative ideas—just what I was lookingfor." —Allison Rossett, professor of educational technology, SanDiego State University "Just another academic anthology? Hardly! Michael Allen hasconvinced e-learning's super-heroes to join forces to crushcomplacency, demolish dogma, rewrite rules, streamline strategies,and light a brighter future for e-learning. Warning: Theaccumulated wisdom and original thinking of this elite team ofdesigners, practitioners, consultants, and researchers will leaveyou dissatisfied with your current e-learning efforts and aching toput their ideas into play." —William Horton, author, e-Learning by Design andconsultant, William Horton Consulting "The real learning at conferences takes place in the hallways.This wonderful book is like eavesdropping on those conversations,except that Michael has put the top thinkers in our field in thehall for you." —Jay Cross, chairman, Internet Time Alliance Nabeel Ahmad Clark Aldrich Bobbe Baggio Tony Bingham Julia Bulkowski Bryan Chapman Phil Cowcill Allan Henderson Peter Isackson Cheryl Johnson Cathy King Leslie Kirshaw Tina Kunshier David Metcalf Corinne Miller Craig Montgomerie Frank Nguyen Maria Plakhotnik Tonette Rocco Anita Rosen Patti Shank Clive Shepherd Martyn Sloman Belinda Smith Susan Smith Nash Ken Spero Carla Torgerson Thomas Toth Reuben Tozman Marc Weinstein

Resources for management of training and consulting.

There has been much written about teams with an ongoing debate about the primacy of environment or dynamics as the most important element to effective teams. Yet the need for groups to be able to consistently tap into the collective intelligence present in the team is more and more important. This requires teams to move beyond cooperation, goodwill and consensus and be able to challenge individual and collective assumptions to see new alternatives.This book provides a simple but elegant model to understand how teams move past the mediocrity of consensus to innovative thinking that comes with Collective Learning. Collective Learning occurs when teams become aware of their assumptions and it challenges them to create a new understanding of what is real and what is important. When that happens, lasting change can come from within the team. There are four distinct abilities that must be present to provide the infrastructure for a group to learn

collectively, and here is the how to to dramatically increase team effectiveness. This book is focused on how a facilitator can help groups and the individuals in those groups slow down the emotional and belief processes in order to create opportunities to choose responses rather than being on automatic pilot. The purpose of the facilitators effort is to move experiential learning beyond the traditional notion of teambuilding. Teambuilding has become a catchall phrase for helping a group get more comfortable with one another and develop trust. It is our opinion that to unlock the power of these experiential tools, facilitators must think about developing two Meta-skills Emotional Maturity and Critical Thinking. Using experiential learning to develop the attitudes and skills to continually learn provides a real hope for creating fundamental change in the way people and groups interact.

Active Training has become a classic book in the field of training and development and a standard text on graduate-level HRD programs. It turned instructional design on its head by shifting the emphasis away from the instructor and on to the learner. A lot has happened in the training field in the last 10 years since the previous edition was written and this new edition -- the third significant update in 25 years -- adds sections to comprehensively cover new learning technologies and applications, including social media, m-learning, and creating affordable media; addresses the evolving role of trainers, including onboarding, leading change, coaching managers, mentoring, internal consulting, and building teams; tackles new business realities and challenges, including doing more with less, globalization, and working with multi-generational workforces; and offers best practices for new trainer tasks, skills, and knowledge, including working with the C-suite, engaging and retaining employees, developing leaders, vendor management, and working with SMEs. Revisions include updated workplace examples, new and revised templates and worksheets, updated theory and research sections, and expanded guidelines on evaluating and training ROI, extending the value of training programs, and managing Active Training programs to show state-of-the art applications. What will continue to set these books apart is the relevance of dozens of new examples, the wisdom and impact of fresh practical tips, and the rigor and expertise supporting dozens of exercises and techniques.

The Leader in Resources for Training & HR Professionals for the Past Four Decades The challenges of organizational consulting are ongoing. To stay on top of the game, consultants need access to the latest thinking in the field, cutting-edge approaches and techniques from practicing consultants, organizational systems experts, and academics. The 2011 Pfeiffer Consulting Annual is a ready-made toolkit of ideas, methods, techniques, and models that assist and support your work as an internal or external organizational consultant. The Annual addresses the broad range of topics that are of most interest to professionals in the field. The materials provide highly accessible means of interacting with a diverse variety of systems and processes—from collaborative work systems and executive coaching to strategic planning and organizational development. This year's Annual presents a "organizational dynamics" theme. The contributions to The Annual focus on organizational dynamics and include information on team building, leadership, communication, and problem solving. The volume includes a variety of tools. For example, Experiential Learning Activities (ELAs) are the mainstay of the Annual and cover a broad range of consulting topics. The activities are presented as complete and ready-to-use designs for working with groups: facilitator instructions and all necessary handouts and participant materials are included. Check out the ELAs by several well-known consultants including David Piltz and Jim Eicher. The Inventories, Questionnaires, and Surveys section includes tools for measuring team effectiveness, determining corporate responsibility and scale of intellectual capital for organizations. The articles section presents the best current thinking about workplace communications. Jan M. Schmuckler and James Eicher have contributed must-read articles. Year after year, the Consulting edition of the Pfeiffer Annual has provided thousands of trainers, consultants, facilitators, and managers with up-to-date information and tools to help make organizations more

effective. Find out how other practitioners are improving organizations day by day: delve into the indispensable 2011 Pfeiffer Consulting Annual. You will understand why it is the best and most reliable source for practical, professional, performance-boosting tools and fresh ideas.

Each volume in this set provides a current review of all information available for the three core areas of improving performance in the workplace: instructional design and training delivery, intervention selection and implementation, measurement and evaluation.

Fresh, creative strategies guaranteed to enliven online training 101 Ways to Make Learning Active Beyond the Classroom provides proven, practical strategies, activities, and tips for those tasked with facilitating training in any subject area among alternative settings. Based on the best-selling Active Training approach, these methods have been designed by recognized experts, and are guaranteed to enliven any learning event. Readers will find a toolkit of ready-to-use exercises and tips for organizing, conducting, and delivering active learning, in alternative settings on the job or around the world. The book is organized in a way that allows trainers to quickly and easily identify strategies that hold the most promise for specific situations. Each strategy is illustrated with a case example that demonstrates the concepts in action. Two hundred tips organized in twenty how-to lists will prove invaluable for using Twitter, coaching virtually, encouraging informal learning, opening interactive virtual learning sessions, and much more. Coverage includes best practices for social media and informal learning, common e-learning tools, as well as guidance toward using a full gamut of tools from gamification and simulation to serious games and m-learning. Active training encourages participants to use their brains to study ideas, solve problems, and apply what they've learned. It's a fast-paced, fun, supportive, and personally engaging environment. This book shows training facilitators the proven techniques that help learners get more out of the material. Design a more engaging learning environment Improve delivery with optimized technology Utilize effective learning tools and practical strategies Learn best practices for social media, coaching, virtual learning, and more Learners need to figure things out by themselves, ask questions, practice skills, and transfer skills and knowledge to the job. With proven strategies designed by industry leaders, 101 Ways to Make Learning Active Beyond the Classroom is the indispensable guide to the design and delivery of effective alternative ways to learn.

Leadership development is a planned effort that enhances the learner's capacity to lead people. Building on the success of the first edition, Linkage conducted a study of over 300 top organizations and their needs in organizational change and leadership development that identifies approaches to leadership development that have proven to be successful. The work offers practical "how-to" instructions developing leaders and engaging in leadership development. It provides current in-depth models, assessments, tools, and other instruments that can be used for immediate application within a variety of organizations.

The first of a two volume set that fully explore the roots of action learning and the legacy of its principal pioneer, Reg Revans. Rather than prescribe one approach to action learning, it shows alternative approaches to fit different contexts, including classic action learning, action reflection learning and business driven action learning.

Shifting work patterns, constant organizational change, and a continually increasing demand for new knowledge, challenges even the most experienced training professional. Under these conditions, proven, ready-to-use resources are immensely useful. None more so than The 2007 Pfeiffer Annual: Training which provides instant access to a wealth of knowledge about training and development, and proven tools that can be put to use with a minimum of preparation.

The Annual is divided into four sections: Experiential Learning Activities (ELAs); Editor's Choice; Inventories, Questionnaires, and Surveys; and Articles and Discussion Resources. The 2008 Training Annual includes a wonderful array of tools to help you with change. The centerpiece is Vince Miller's article providing a history of the training profession. Mike is a walking archive of training history and was the 1974 ASTD national president. It is a pleasure to travel with him on this historical journey of how the training industry has changed.

The history of human resource development embraces humankind's investment in one another's skills, knowledge, and abilities. As the field transitions into a more mature discipline, there is a need to understand the philosophies upon which certain theories and methodologies are based. Providing a historical narrative of HRD from the beginning of human history through modern times, this book reveals the consistent interaction between the philosophies of the time, theories, and methods of people management and how these philosophies impact what is known as HRD today. Drs. Gosney and Hughes offer a robust examination of HRD and provide a methodology for critical thinking to better understand the theories and assumptions of the field. They provide a model whereby scholars and practitioners can better understand and evaluate modern HRD through the context of HRD history.

Informal learning is semi-structured and occurs in a variety of places through daily interactions among a group of people. Though participants have the intention of learning something, it happens outside of a traditional classroom setting without an instructor. This type of learning is increasing in popularity as it allows for learning to happen on-demand and at the learner's pace. This book introduces readers to informal learning and provides them with practical suggestions for implementing informal learning in their organizations. Readers will discover how people learn informally, ways to provide informal learning, how to use technology to support informal learning, how to make the most of existing resources, and more.

An evidence-based approach to real-world leadership development A Coach's Guide to Developing Exemplary Leaders presents leadership not as an inherent talent, but as a set of skills to be learned. Backed by over 30 years of original research and data from over four million individuals, this book offers a framework for leadership development in the modern business environment, and a set of best practices for training the leaders of tomorrow. The basic curriculum centers around The Five Practices of Exemplary Leadership®: Model the Way, Inspire a Shared Vision, Challenge the Process, Enable Others to Act, and Encourage the Heart. As fundamental elements of great leadership at any level, in any industry, these tenets establish a learnable, measureable, teachable set of behaviors that form the basis of evidence-based leadership development. This book shows you how to use the Five Practices and related tools to coach promising talent into leadership roles. Success stories show how these practices have been implemented in real-world situations, and worksheets and checklists help you easily integrate the Five Practices into your existing coaching regimen. Highly practical and straightforward, this action-focused guide helps you shape the

future of leadership. Teach people skills that have been proven effective again and again, as you show them how to: Be the example that sets the tone at the top Inspire high performance, creativity, and innovation Challenge people to push their comfort zone, and enable them to succeed Provide support, encouragement, and guidance around obstacles As Baby Boomers retire in record numbers, the need for real, effective leadership is growing greater than ever; at the same time, there has never been a more disparate set of opinions about what "leadership" actually means. A Coach's Guide to Developing Exemplary Leaders provides an evidence-based model to help you develop leaders with real, quantifiable, tangible skills.

The field of e-learning has experienced dramatic, and at times chaotic, growth. Over time, as technology has improved and its advantages have become clear, e-learning has gained widespread acceptance. It is now the fastest growing sector of corporate learning. Michael Allen's 2008 e-Learning Annual presents a wide range of perspectives from some of the earliest and most renowned leaders in field. This important resource will help both educators and trainers create, purchase, and apply quality e-learning programs more effectively. It provides a wealth of applicable history and guidance for all persons contemplating e-learning, from the student to the organizational leader. It frankly and objectively presents lessons learned and the critical steps to success. Michael Allen's 2008 e-Learning Annual is part of the Pfeiffer Annual series, first published in 1972.

The Pfeiffer Annuals Have Presented Thought-Leading Ideas and Cutting-Edge Practices Across Four Decades The 2010 Pfeiffer Annual: Leadership Development explores one of the most pressing issues facing organizations across the globe—how to successfully identify and develop current and future leaders. This comprehensive resource includes an international panel of contributors who are leading academics and practitioners in the field. Their combined wisdom has created the most authoritative and up-to-date source for new ideas, tools, models, and contemporary practices in leadership development. The 2010 Pfeiffer Annual: Leadership Development addresses two main topics: The Management of Growth: Organizations must have the tools they need to develop leaders with the ability to respond to rapidly changing worldwide market forces with innovative products, processes, and organizational cultures. Employee of Engagement: To become successful, leaders need resources that will help them develop the ability to engage employees to respond to change with understanding and encourage workers to be active in the change process in order to help the organization succeed in achieving its objectives. This unique volume is a world-class resource for all practitioners, teachers, and students of leadership development.

Corporate learning functions are now an established part of many of the world's leading multinational firms. In this book, Shlomo Ben-Hur demonstrates how corporate learning can and should have an integral, strategic, role in a company. Based on firsthand experience, Ben-Hur provides a practical guide to setting up or restructuring a corporate learning function within a company, covering its seven key activities. He identifies and elucidates the key decision points in this process. But The Business of Corporate Learning is much more than a 'how-to' guide. For the first time, this book sheds

light on the reasons for success or failure in the strategic deployment of corporate learning. Real-world case studies are used to illustrate the potential pitfalls and demonstrate how – when successfully integrated into the company's strategic management system – corporate learning is able to deliver tangible business results.

Leadership development continues to be a top concern for most organizations. The third Pfeiffer Annual of Leadership Development has arrived! This year, four editors have brought together some of the best minds in the leadership world to reflect on four distinct topics: Leading in a Global World, Convergence and Collaboration & Risk and Innovation, and The Customer-Connected Leader.

The Trainer's Handbook of Leadership Development offersfacilitators, human resource professionals, and consultants awide-variety of tools and techniques for developing leadershipcompetencies and characteristics. Drawing on research from suchgiants in the leadership field as Warren Bennis, Ken Blanchard,James Kouzes, and Barry Posner, the book's thought-provokingactivities are designed to create real and lasting behaviorchange. "The Trainer's Handbook of Leadership Development features theproven activities and tools that will involve and inspireparticipants to develop the skills and characteristics that willequip them to lead us into the future. Karen has brought together apowerful collection of tools, competency models, exercises, andtraining necessary for developing leaders in today's workplace. Irecommend this book for anyone who is implementing a leadershipdevelopment program within their organization. It could easily beused to build the entire program from scratch."—Louis Carter,CEO, Best Practice Institute "What a gem of a book Karen Lawson has written! Drawing onresearch by leadership gurus, Karen presents 45 competencies andcharacteristics critical to leadership excellence. She mines eachof these facets for a solid definition and the significance ofeach. Although many authors shy away from discussing leadershipqualities such as authenticity and empathy, Karen deals with themdirectly. She presents activities that future leaders can use toexplore personal leadership qualities. This book is 24kt gold. Ifyou are a leadership development professional, this book is sure tobecome your gold standard when searching for creative yet practicalways to help develop others into outstanding leaders of thefuture."—Elaine Biech, editor, The ASTD Leadership Handbookand author, The Business of Consulting "Developing the complex skills of leadership is critical forpersonal and organizational success. If you are responsible forhelping others build these skills, this book deserves a spot onyour bookshelf—or maybe your desk—because you will use itoften!"—Kevin Eikenberry, author, Remarkable Leadership:Unleashing Your Leadership Potential One Skill at a Time

In this new book from the author of e-Learning on a Shoestring and Better than Bullet Points, Jane Bozarth has gathered a wealth of tools from leading training practitioners. Anyone—from the interested manager to the experienced training professional—can depend on this book when designing or delivering training. This single book contains all the valuable

tools of the trade: worksheets for assessing training needs and writing goals and objectives; checklists for organizing the venue; and tools for analysis and structuring content. This remarkable resource also includes instant evaluation and measurement surveys, which can be customized freely from the companion website. In addition, Bozarth includes a wealth of invaluable advice for trainers at all levels on how to make effective use of props, staying energized, marketing training programs, and other things they don't tell you in train-the-trainer courses.

Michael Allen's 2009 e-Learning Annual Alarming. Disquieting. Insightful. Constructive. Brazen. No rehash of the same old principles and perspectives here. Michael Allen's Annuals probe and question common practices in search of solid guidance for success with e-learning, and this edition is no exception! As organizations universally turn to e-learning to reduce costs and meet their learning and performance needs, they make many regrettable mistakes—mistakes that can be avoided but rarely are because common sense leads to them. The 2009 Annual once again provides an important collection of the most current insights and best practices that will help both educators and workplace learning leaders create, purchase, and apply quality e-learning programs more effectively. It provides a wealth of applicable examples and guidance for all persons contemplating e-learning, from the student to the professional. It frankly and objectively presents lessons learned and the critical steps to success. Michael Allen's 2009 e-Learning Annual is part of the Pfeiffer Annual series, first published in 1972. Praise for Michael Allen's 2009 e-Learning Annual "A good 'kick-in-the-pants' for?e-learning professionals. . . . Michael Allen's latest Annual challenges a few notions about?e-learning with a keen selection of authors and topics that creates an invigorating 'state of the industry,' chock full of insights you can use right now." —Matthew Jones, vice president, Leadership Development and Training, Essilor USA "An excellent collection of opinions and insights into the current and future direction of the e-learning industry. These thought-provoking papers make it very apparent there is a vast amount of knowledge and passion that will continue to drive the development of the industry." —Cody Cluff, senior e-Learning manager, HSBC Asia-Pacific "A phenomenal resource that captures the principles and practices that lead to highly effective e-learning all in one place!" —Corinne Miller, former director, Motorola University and founder, InnovatingResults! Inc.

This book compares the unique features of workplace mediation to other contexts of mediation, as well as the specific competences each situation requires of the mediator. It covers many important issues related to workplace mediation and discusses interventions by managers, such as conflict coaching and informal mediation. It proposes a new model to assess the effectiveness of mediation, and discusses the impact of legal systems, HRM policies, as well as power structures, and cultural differences. The book takes into account perspectives from multiple disciplines, such as management, business, psychology, law and sociology. It also discusses mediation aspects from a variety of cultural and

regional contexts. The book advances knowledge about the application, process and effects of workplace mediation and includes practical tips for scholars, practitioners, mediators and managers to enhance their mediation practice or to foster constructive conflict management in organizations.

This handy resource is a ready-made toolkit of ideas, methods, techniques, and models that assist and support your work as an internal or external organizational consultant. The Annual addresses the broad range of topics that are of most interest to professionals in the field. The materials provide highly accessible means of interacting with a diverse variety of systems and processes?The Annual focuses on communication and includes information on coaching, teams, strategic learning, corporate responsibility, and technology initiatives. This important resource includes an international group of expert contributors. Purchase of an Annual includes access to an associated website which features customizable versions of the reproducible items associated with each activity included in the volume.

Compiled by training and consulting expert Elaine Biech, this new Leadership Challenge resource provides practical information and tools for demonstrating and teaching The Five Practices of Exemplary Leadership to audiences both new to or already familiar with the model. Filled with 75 experiential learning activities and games, each keyed to a specific practice(s), this book is an excellent addition to a facilitator's existing The Leadership Challenge and the Leadership Practices Inventory (LPI) or other leadership development program. This book will feature contributions from experienced Leadership Challenge facilitators and other greats in the training industry.

The third edition of Planning Programs for Adult Learners explores the development of adult education programs in clear and specific detail. The book offers a popular step-by-step guide that contains information on every area of program planning for adult learners, from understanding the purpose of educational programs to obtaining suitable facilities to incorporating technology appropriately. This important resource is written for educators and practitioners for whom planning programs is a full-time responsibility or only a part of their jobs, as well as volunteers in a variety of organizations. This new edition integrates the relevant literature from the past decade on globalization, culture, and technology that has influenced the world in which adult educators now practice. The book is filled with examples and scenarios that illustrate the precepts and advice from Caffarella's proven Interactive Model of Program Planning and the handy chapter checklists remind practitioners what to focus on in their practice. In addition, the third edition puts the focus on critical administrative tasks and explores the ethical issues related to program planning. With the Interactive Model of Program Planning, the authors provide adult educators and practitioners in all fields a set of intellectual and practical tools to plan effective educational programs for adults.

Now in its third edition, this authoritative handbook offers a comprehensive and up-to-date survey of work and health

psychology. Updated edition of a highly successful handbook Focuses on the applied aspects of work and health psychology New chapters cover emerging themes in this rapidly growing field Prestigious team of editors and contributors

The Leader in Resources for Training & HR Professionals for the Past Four Decades For 40 years, The Pfeiffer Annuals have helped professionals in the workplace learning and performance field to stay ahead of their organizations' needs. The 2012 Pfeiffer Training Annual is no exception. It offers a hands-on guide to the latest thinking and approaches to training and development. To address the more-need-less-time dilemma, the Annual presents a "Learning in the Moment" theme, with valuable information on such practical topics as teamwork, communication, leadership, and emotional intelligence. ELAs are presented as complete, ready-to-use training designs. This year we are honored to have ELAs from training leaders you have come to depend on: Julie O'Mara, M.K. Key, Dennis Gilbert, Lou Russell, and Robert Alan Black. In the Instruments section Jean Barbazette shares an instructor skills survey that you will want to put to use immediately. Use the articles section for your own professional development or as a lecture resource within your training sessions. Must-haves in this section include articles by Homer Johnson, Zane Berge, and Gary Wise. The highlight of this Annual is Dr. Donald Kirkpatrick's article about how the Four Levels of Evaluation came about. You will be intrigued to learn how evaluation fits with the theme, identifying more than a dozen ways to evaluate learning in the moment. With the depth and breadth of resources, Annual content is entirely new each year, ensuring a steady stream of contemporary knowledge and tools. Use the Annual to stay on top of developments within the profession, dip into the content for a contribution that targets a specific performance need or to develop a complete program, and learn how others in the field are tackling the ever-increasing challenges of developing a capable, productive workforce. Discover more at www.pfeiffer.com

Modelling and simulation techniques are of central importance to conducting research in sport and exercise science, informing data collection and helping to analyze patterns of movement and physical performance. Modelling and Simulation in Sport and Exercise is the first book to offer an instructive reference for modelling and simulation methods for researchers and sport and exercise scientists. Based around a series of research cases, describing core theories in applied, practical settings, the book draws on examples of modelling and simulation in ball games, biomechanical analysis, physiological testing and monitoring, predictive analysis and sports engineering and product design. Each research case presents a central problem, discusses different modelling approaches that could be used to deal with the issue, analysis of results and a reflection on the methodology and an exercise for students to put the techniques discussed into practice. This is an important reference for any active researcher or upper-level student in sport and

exercise science with an interest in mathematical modelling, computer science or simulation techniques.