



The 2012 Pfeiffer Annual: Training (J-B Pfeiffer Annual Vol1)

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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.

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