

A Practical Guide To Needs Assessment

American Society For Training Development

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A Practical Guide to Needs Assessment Kavita Gupta 1999 Co-published with the American Society for Training and Development (ASTD) This how-to handbook is perfect for anyone seeking a methodical approach to needs assessment. You'll get a treasury of tools: worksheets, ready-to-use forms, and templates for planning a course of action. The accompanying disk, packed with job aids, enables you to customize materials for your own use. You'll learn how to: Overcome barriers to success Prepare interviews and surveys Accelerate the data-gathering process Identify competencies for effective performance Develop a long-term performance improvement plan Whether you're an experienced trainer who's been conducting needs assessments for years, or a supervisor who wants to get to the root of job performance problems, this book has the tools for you! No other resource tackles such a wide range of needs assessments. A Practical Guide to Needs Assessment has it all!

Training Needs Assessment Allison Rossett 1987

Planning and Conducting Needs Assessments Belle Ruth Witkin 1995-09-07 "Sometimes a book appears on your desk that successfully defines a field. You look at the book and say "thank you." Planning and Conducting Needs Assessments is such a book. . . . This book is clearly grounded in program planning and is not an afterthought or add-on to some other field. . . . I am excited to see this book appear in print. It clearly fills a niche that has been empty for some time: a practical approach to learning about and conducting needs assessments. . . . This is a marvelous book that should make a significant contribution to the field." --From the Foreword by Nick Eastmond, Utah State University "While it has the depth and breadth to be used in a classroom, Planning and Conducting Needs Assessments is written simply and directly enough to be a hands-on guide for needs assessment users and practitioners. The framework proposed by the authors is excellent in that it is readily understood and focuses attention on the most important details/issues in needs assessment practice. The fact that they also present an explanation of so many tools, including examples, makes the book required reading for anyone intending to plan or contract for a needs assessment." --John Theiss, Director of Planning and Evaluation, Texas

Get the Whole Picture With a Performance Assessment Hadiya Nuriddin 2014-08-29 To improve performance, you need to understand where you are and where you want to go. In "Get the Whole Picture With Performance Assessments," Hadiya Nuriddin guides readers through a process for defining your desired performance and developing solutions to help your organization fill the gap between its current status and its performance goal. This issue of TD at Work includes: • a five-step performance assessment process • tips for identifying a central question • advice for reporting your findings • a performance analysis planning guide • questions to consider when deciding on solutions.

Train the Trainer/Vol 5 2006-05-04 See how you can effectively use today's technology to better accomplish workplace learning. You'll gain an understanding of how e-learning, Web-based training, and intranets can facilitate different aspects of workplace learning!

Needs Assessment: Trends and a View Toward the Future James W. Altschuld 2014-12-31 Explore multiple practical and theoretical dimensions of needs assessment. This volume focuses exclusively on this essential topic for guiding decisions—examining subjects such as: the importance of defining needs, implementing assessments in public and private-sector organizations, aligning needs with assets and capacity assessments, how assessments factor into meaningful change at the organizational and society levels how to apply needs assessments in culturally diverse contexts conducting international needs assessments, and the impact of technologies on needs assessment

methods. This issue will help professionals within public and private organizations conduct useful assessments, ones leading to results that can be applied in decisions. This is the 144th issue in the New Directions for Evaluation series from Jossey-Bass. It is an official publication of the American Evaluation Association.

Case Studies in Needs Assessment Darlene F. Russ-Eft 2019-09-05 Case Studies in Needs Assessment offers insights about the practice of needs assessment in dynamic, real-world organizations and communities. This book invites both novice and seasoned analysts to look over the shoulders of practitioners, to examine needs assessment practice in action, to grasp the real-world issues that arise, and to understand a variety of needs assessment strategies and challenges. Each case in this book examines the implementation of needs assessment in a specific situation, bridging needs assessment theories and actual practice. The book is organized around five major approaches: knowledge and skill assessment, job and task analysis, competency assessment, strategic needs assessment, and complex needs assessment. The last chapter summarizes lessons learned from all the case studies: it describes the insights and tricks of the trade that Darlene Russ-Eft and Catherine Sleezer gained from commissioning and reviewing these cases.

Data Collection for Needs Assessment Deborah Tobey 2007-03-23 Conducting a thorough data collection is vital to the success of your training needs assessment. This Infoline focuses on how to collecting accurate data that ensures your training needs assessment doesn't waste company time and money. You will learn how to choose the best data collection methods for your unique business situation while avoiding common pitfalls. This Infoline demonstrates how to-plan and implement your data collection process-develop a collaborative relationship with your client-present data.

Trainer Basics George M. Piskurich 2023-05-26 Answers the three key questions for new trainers: What does a trainer do and why? How can the skills be developed quickly? How does a trainer apply knowledge? *Trainer Basics* provides a clear, concise explanation of the training function. Veteran trainer, George M. Piskurich, explains the basics of instructional design, adult learning, needs analysis, evaluation, presenting, and facilitation. It is a great tool for training beginning practitioners and subject matter experts new to the training field.

Planning Programs for Adult Learners Sandra Ratcliff Daffron 2021-04-13 Strengthen your adult education program planning with this essential guide *Planning Programs for Adult Learners: A Practical Guide*, 4th Edition is an interactive, practical, and essential guide for anyone involved with planning programs for adult learners. Containing extensive updates, refinements, and revisions to this celebrated book, this edition prepares those charged with planning programs for adult learners across a wide variety of settings. Spanning a variety of crucial subjects, this book will teach readers how to: Plan, organize, and complete other administrative tasks with helpful templates and practical guides Focus on challenges of displacement, climate change, economic dislocation, and inequality Plan programs using current and emerging digital delivery tools and techniques including virtual and augmented reality *Planning Programs for Adult Learners* provides an international perspective and includes globally relevant examples and research that will inform and transform your program planning process. Perfect for adult educators and participants in continuing education programs for adults, the book will also be illuminating for graduate students in fields including education, nursing, human resource development, and more.

Needs Analysis and Programme Planning in Adult Education Simona Sava 2012-10-30 How to identify, analyse, and assess the various types of adult learning needs? How to develop programmes tailored to these needs? This study guide is written for postgraduate students preparing to become professional adult educators, as well as for those intending to plan educational programmes for adults. The book covers the various types of adult (learning)needs and provides hints on how to identify, analyse, and assess these needs. It presents typical challenges involved in performing such an analysis as well as theoretical considerations of the concept and types of needs, of diagnosing educational needs and their theoretical understanding. The author draws conclusions on how to develop programmes tailored to the needs identified. With a focus on practical concerns, she illustrates the necessary steps as well as the factors to be considered when designing an educational

programme for adults, both in the planning stage and in the stages of implementation and evaluation. From the Contents: The Importance of Needs Analysis and Programme Planning in Adult Education Needs: Theoretical Considerations Fields of Needs Analysis in an Educational Context Methods of Needs Analysis in Adult Education Needs Analysis for Planning Educational Programmes Steps in Programme Planning in Adult Education

Developing and Managing Organizational Learning Karen Overfield 1998 Lead learning in your organization! Here's a great resource to link program planning to project management that helps in decision making to product workplace training programs on time and within budget.

Staff Development Library Leadership and Management Association. Human Resources Section. Staff Development Committee 2013-03-12 This new edition offers unique, state-of-the-art perspectives on library staff development and training.

The Occasional Trainer's Handbook Rebecca Bullard 1994

Practical Guide for Technical and Skills Trainers 1988

The Practical Library Manager Ruth C Carter 2013-04-15 Examine the nuts and bolts of successful management in today's rapidly evolving libraries! This book is an essential primer for new library managers and directors. In addition to providing an overview of the practical aspects of management, it is a vital reference tool for managing your library and its staff. The Practical Library Manager's informative text and comprehensive bibliographies of print and electronic resources can guide you to solutions to the issues that every fledgling library manager must deal with upon appointment. While there are many publications on library management, The Practical Library Manager is one of very few to focus on the practical issues of staffing and the importance of continuous staff training. Also, unlike other books on the subject, this book features a chapter that points you to relevant management texts originally written for the corporate world rather than the library profession. The Practical Library Manager is the perfect single source to help you: understand the challenges of staffing your library and training your staff explore new technology's impact on library workers and evaluate training programs to help them keep up ensure that your staff has the core competencies they'll need in the current climate build a "virtual library" decide whether your library should join a consortium and much more! In the words of the author: "Today, the most successful libraries in the country are those addressing the needs of both external and internal customers. However, it takes more than technology to change the working relationship between the institution and its customer. The guiding force for change must include a strong and respectful relationship between the library manager and staff. Much of what is written in this book can assist the fledgling manager in creating an environment of trust, teamwork, and respect."

A Practical Guide to Needs Assessment Kavita Gupta 2011-01-13 This thoroughly revised edition of the best-selling resource A Practical Guide to Needs Assessment offers a practical and comprehensive guide for practitioners who are responsible for Introducing a training program Creating adult education programs Assessing the development needs of a workforce Improving individual, group, organization or interorganizational performance in the workplace Implementing community, national, or international development interventions Designed as a resource for practitioners, this book is filled with how-to information, tips, and case studies. It shows how to use data-based needs assessments to frame people-related problems and performance, improvement opportunities to obtain support from those who are affected by the changes, make effective decision, and increase efficiency.

Instructional Design for Technical Training Wendy Combs 2006 This Infoline will provide an overview of how to identify and plan hard skills training solutions. What's more, this Infoline will help you: identify and leverage the expertise of important technical stakeholder groups; execute a standard instructional design life cycle; avoid common challenges inherent to hard skills training.

Mastering the Instructional Design Process William J. Rothwell 2011-01-06 The fourth edition of Mastering the Instructional Design Process has been completely revised and updated and is based on the instructional design competencies of the International Board of Standards of Performance and Instruction (IBSTPI). The book identifies the core competencies of instructional system design

and presents them in a way that helps to develop these competencies and apply them successfully in real-world settings. This comprehensive resource covers the full range of topics for understanding and mastering the instructional design process including: detecting and solving human performance problems; analyzing needs, learners, work settings, and work; establishing performance objectives and performance measurements; delivering the instruction effectively; and managing instructional design projects successfully.

Effective Group Coaching Jennifer J. Britton 2009-12-22 Group coaching is rapidly becoming the preferred coaching option for businesses and individuals. *Effective Group Coaching* is a practical, resource rich, hands-on guide for the group coaching facilitator in one of the fastest growing new disciplines. Organizations, community groups and individuals are discovering that group coaching is an exciting and sustainable model and process for learning and growth. Written for internal and external coaches, HR professionals, trainers and facilitators wanting to expand their work into this area, this book provides tested methodologies and tools and tips. Both new and seasoned coaches will find the book a practical roadmap and go-to guide when designing, implementing and marketing their own group coaching programs. Case studies highlight how group coaching programs are being delivered globally through corporate and public programs, virtually and in person. Also, the author's dedicated web site offers resources and articles available for downloading.

2005 ASTD Training and Organizational Development Mel Silberman 2006 This book presents a comprehensive toolkit of the most important topics facing organizations today including managing change, launching organizational initiatives, facilitating teams, goal setting and planning, creative problem solving, building cooperation and trust, and team development.

ATD's Action Guide to Talent Development Elaine Biech 2018-09-28 *Get Started Now. Take Action.* Staying ahead of change in the world, your organization, and your profession requires action. You learned a lot to launch your organization's talent development effort. As you position it for the future, what you need to know grows exponentially. As futurist Ray Kurzweil once said, "If I take 30 steps linearly, I get to 30. If I take 30 steps exponentially, I get to a billion." How do you prepare for exponential growth? In *ATD's Action Guide to Talent Development: A Practical Approach to Building Organizational Success*, industry expert and bestselling author Elaine Biech lays out the steps you can take. The companion volume to *ATD's Foundations of Talent Development: Launching, Leveraging, and Leading Your Organization's TD Effort*, this book follows an eight-step framework for defining your organization's learning foundation through preparing for the future. You are your organization's trusted advisor, and Biech offers practical questions, organizational assessments, and tips for each step you must guide your organization through. She also presents the newest thinking from university educators and researchers that organizational experts have relied on for years, as well as from industry practitioners and luminaries in leadership and development. Open this book to any page. Jump in where you think it will be most beneficial to you or your organization. Whether you work inside a company or as an external consultant, whether you work for a large organization or a small one, whether you are launching your first talent development effort or fine-tuning a function that's been in action for decades—you are sure to find valuable concepts, designs, and ideas. Get started now. Take action.

Philosophy And Practice Of Organizational Learning, Performance And Change Jerry W Gilley 2008-11-06 In this book, the authors integrate the three dominant approaches to organizational development—learning, performance, and change—to create a dynamic lens through which to analyze any HRD program or initiative.

Instructional Design 2001

Needs Assessment for Organizational Success Roger Kaufman 2013-02-25 *Needs Assessment for Organizational Success* offers a pragmatic, evidence-based approach for justifying results and proving success while serving individuals, your organization, and society. This book deals with the framework and alignment that make data collection methodologies and approaches useful. Roger Kaufman is known by many as the father of needs assessment, and this title is the 41st book he has published. Joined by Ingrid Guerra-Lopez, who herself has published six books on assessment and

evaluation, Kaufman's latest book is a valuable resource for anyone interested in an evidence-based approach to improve organizational success. It's a practical guide for making good decisions that lead to productive results. Book jacket.

The Rise of the Narcostate John P. Sullivan 2018-08-30 This book is our sixth Small Wars Journal—El Centro anthology, covering writings published between 2016 and 2017. The theme of this anthology pertains to the rise of the narcostate (mafia states) as a result of the collusion between criminal organizations and political elites—essentially authoritarian regime members, corrupted plutocrats, and other powerful societal elements. The cover image of the mass demonstration concerning the disappearance of the forty-three Ayotzinapa Teachers' College students held at Mexico City's Zócalo Plaza in November 2014 provides an archetype of this anthology's theme. This anthology includes the following special essays—Preface: “New Wars” and State Transformation by Robert Muggah, Igarapé Institute; Foreword: Crime and State-Making by Vanda Felbab-Brown, The Brookings Institution; Postscript: Crime, Drugs, Terror, and Money: Time for Hybrids by Alain Bauer, CNAM Paris; and Afterword: The Rise of the Oligarchs by Col. Robert Killebrew, US Army (Ret.). Dave Dilegge (SWJ, Editor-in-Chief)

Needs Assessment for Learning and Performance Jill E. Stefaniak 2020-08-02 Needs Assessment for Learning and Performance offers comprehensive coverage of the knowledge and skills needed to develop and conduct needs assessments and to analyze, interpret, and communicate results to clients and organizations. Though critical to planning any performance improvement system, needs assessments can feel abstract and vague to students who have not yet managed the process in a professional setting. This first-of-its-kind textbook uses a variety of real-world examples to connect major theories and models to effective principles for practice. Each chapter offers guiding questions, key terms and concepts, recommended readings, and case studies illustrating how needs assessment training can be applied. Graduate students and researchers of instructional design, human resources, performance improvement, program evaluation, and other programs will find this volume relevant to a range of academic and organizational contexts.

Still More Needs Assessment Instruments Ruth Stadius 1999 This collection of assessment instruments provides additional examples of instruments and processes that have already been designed and used successfully in a wide variety of organizations and companies.

A Practical Guide to Needs Assessment Catherine M. Sleezer 2014-01-21 A Practical Guide to Needs Assessment, Third Edition For fifteen years, A Practical Guide to Needs Assessment has been the go-to text for those who are seeking useful, systematic approaches to needs assessment. Needs assessment is the first step in training, performance improvement, and community development projects. This thoroughly revised and updated edition contains a treasury of resources including a toolkit of ready-to-use templates and job aids that you can customize for your own use. Illustrative case studies and tips show how to assess needs for individuals, teams, organizations, government agencies, and communities. This book combines a how-to text and reference tool for trainers, performance improvement professionals, and students. Managers and community leaders use it to get to the root of their learning and performance problems, make effective decisions, and obtain support for their most pressing issues. Updates to the third edition include: Links to online resources, including a needs assessment book that you can download for free, ethical guidelines, and vendors who assess individual, group and organizational needs. A new chapter on the complex needs assessment approach with new toolkit forms. A summary of the recent advances in our knowledge about learning, training, and performance that you can use to quickly prepare for client meetings. Guidelines on workforce surveys, such as employee engagement surveys. An Instructor's Guide that contains discussion questions, assessments materials, and new exercises for each chapter. You can use this book to quickly access up-to-date information on the fundamentals of needs assessment including current models, theories, and resources. You can also learn how to manage and report a needs assessment project and access professional ethical guidelines. Learn five approaches to needs assessment: knowledge and skills analysis, job and task analysis, competency-based needs assessment, strategic needs assessment, and complex needs assessment.

Needs Assessment James W. Altschuld 2010 In 1995, Witkin and Altschuld proposed a three phase process model of needs assessment: - Preassessment (learning as much as possible from existing, inexpensive sources) - Assessment (collecting new information about the needs in consideration) - Postassessment (prioritizing needs, understanding their causes, and translating priorities into action plans for organizations). The model has been extensively re-conceptualized and forms the basis for this book. The content includes a user-oriented approach to a comprehensive overview of the three phases and the 14 key steps necessary to implement them. Numerous examples and practical illustrations are given throughout the text as guidance for needs assessors and those who do research on the topic. An extensive glossary of needs-related terms and an outline of a final report are also provided. The book is the first one in the Needs Assessment KIT with connections to the other four.

Training Needs Assessment Jean Barbazette 2006-01-20 This book covers the essentials of needs analysis from the emerging trainer's perspective by providing just the right amount of support and knowledge without going too deep into the subject. The topics covered include when and how to do a training needs analysis; using informal and formal analysis techniques; goal, task and population analysis; and how to develop and present a training plan for management approval. Each chapter includes appropriate data gathering tools. The Skilled Trainer series provides practical guidance for those who've had some exposure to training and would like to take their career to the next level.

Managing Applied Social Research Darlene F. Russ-Eft 2017-09-20 Essential management guidance for real-world applied research projects Managing Applied Social Research equips you with the skills, strategies, and knowledge you need to effectively manage research projects. Written by a team of nationally-known researchers, this book covers the systematic management of applied social research studies from 'soup to nuts,' providing researchers with an easy-to-follow process and the tools and templates for improving the quality, ethical conduct, and usefulness of the final products. The authors merge expertise adapted from the field of project management with their decades of experience in using established research methodologies and practices to offer readers; practical examples and insights gleaned from major research houses such as Rand, Urban Institute, Mathematica, American Institutes for Research, and others. Key concepts and methodologies are systematically unpacked, with detailed discussion of both theoretical bases and practical applications in the field. Written in plain English, the case studies and vignettes illustrate typical approaches to different scenarios, and the checklists, templates, and other tools provide guides for action. Starting from basic social research strategies, you'll build an understanding of applied research issues and how projects are best managed in a messy, imperfect world. From conceptualization and proposal through implementation, analysis, and reporting, this book helps you lead your projects to success. Learn the skills and concepts necessary to effectively manage applied research projects for the social science disciplines Anticipate and prepare for common challenges and obstacles Understand the various roles and their requisite tasks and responsibilities Learn strategies for making effective decisions about a study's scope, work, schedule, people, budget, and risks during each phase of the research study Social science research is an essential well of information upon which society is run. Proper management is the key to any research project's success, and success becomes more critical in the field given the potential ramifications in terms of policy and its effects on real, everyday people. Managing Applied Social Research provides sound guidance and expert insight with an essential real-world focus.

Evaluator Competencies Darlene F. Russ-Eft 2008-03-07 Evaluator Competencies, based on research conducted by the International Board of Standards for Training, Performance, and Instruction (ibspti™) identifies the competencies needed by those undertaking evaluation efforts in organizational settings. Classified into domains, these evaluator competencies have been rigorously validated, and are accompanied by practical descriptions in the form of performance statements associated with each competency. The authors discuss the challenges and obstacles in conducting such evaluations within dynamic, changing organizations, and provide methods and strategies for putting these competencies to use.

Needs Assessment Basics, 2nd Edition Beth McGoldrick 2016-09-20 Go from order-taker to valued performance consultant. You may be pressured to give an immediate “yes” to a training request. Resist. Instead, start playing an essential role in driving your organization forward by using needs assessment to target your training programs to support critical business goals. Organizations need staff to be efficient and effective. That calls for training programs that get to the core of performance issues. A needs assessment ensures that you understand the root of problems like knowledge gaps, performance issues, and product quality and gives you the tools to resolve them. This second edition of Needs Assessment Basics starts with the initial training request and guides you all the way through data collection and making training recommendations. A progressive case study illustrates the seven phases of a needs assessment plan to reinforce each chapter’s content. Part of ATD’s Training Basics series, Needs Assessment Basics will help you develop a foundation that will ensure the training programs you design and deliver will help the organization succeed.

E-Learning Fundamentals Diane Elkins 2015-06-01 This ultimate roadmap covers the entire e-learning landscape. Why do we even need e-learning? What is an LMS? How do I write a storyboard? If you’re delving into e-learning and are coming up with more questions than answers, this guide is the high-level overview you’ve been looking for. In this book, e-learning development experts and educators Diane Elkins and Desirée Pinder deliver a comprehensive examination of the e-learning process from the ground up. E-Learning Fundamentals provides the base of knowledge necessary to tackle everything from early concepts of e-learning down to its execution. Throughout, you’ll find vignettes that bring concepts to life as well as checklists and practical tools for designing and developing your first e-learning course. In this book you will: dive into the basics of e-learning design and development explore the e-learning course design and development process—from analysis through evaluation learn to write and storyboard a course, construct test questions, choose media, put the course together, and establish a thorough review process.

Train the Trainer American Society for Training and Development 2008 Train the Trainer is a four-volume collection, containing the best and most popular issues about the training process—from instructional design to ethics to evaluation. Train the Trainer volume 2 provides all the information you need to start creating great training curriculum. This volume includes the following 15 issues Basics of Instructional Systems Development, Be a Better Needs Analyst, Course Design and Development, Lesson Design and Development, Jump-Start Your Learning Objectives, Write Better Behavioral Objectives, How to Select and Use Learning Tools, Using Job Aids, Alternatives to Classrooms, Informal Learning, Teach SMEs to Design Training, Basics of E-Learning, Instructional Design for Technical Training, Needs Assessment for E-Learning, and Simple, Effective Online Training.

Performance Consulting William J. Rothwell 2013-12-16 Performance Consulting If organizations are to be successful they must improve individual and organizational performance in order to establish and maintain a high-performance workplace, develop intellectual capital, promote productivity, and ultimately enhance profitability. Performance Consulting reveals how to distinguish between the signs and symptoms of productivity problems from the underlying root causes and find the most ethical and cost-effective solutions to solve those problems. The book is written for performance consultants, HR professionals, and any leader who want to fulfill the role of a performance consultant in order to develop more productive workers and create a globally-competitive organization. Filled with illustrative examples from giants in the field of human performance technology, the book describes the skills needed in order to become an effective performance consultant. Step by step the author clearly shows how to uncover and deal with challenges and opportunities to improve human performance of organizations by analyzing their present and envisioning their future. The book offers vital information for examining an organization’s present conditions that are associated with data collection and analysis methods. It also describes how to foresee future conditions of an organization associated with relevant sources in order to determine their future course. Performance Consulting includes guidelines for implementing performance improvement solutions, which are often identified as performance

improvement interventions. The book explains which approaches can offer the solutions that are likely to be most cost-effective, timely, ethical, and socially-responsible. No matter what size your organization or your current job responsibilities, Performance Consulting offers the strategies and information needed to become a dynamic performance consultant.

2005 ASTD Training and Performance Sourcebook Mel Silberman 2006 This title draws on the expertise of top-flight trainers and consultants to present a comprehensive toolkit of the best training activities, group learning exercises, assessment instruments, handouts, and other essential guides for today's busy training and performance professional. The sourcebook offers fully reproducible tools contained on the accompanying CD-ROM.

The Oxford Handbook of Lifelong Learning Manuel London 2011-03-11 One of the "Best Books of 2011" from the Center for Optimal Adult Development Amid fluctuations in today's job markets and economies, the importance of learning across the lifespan has become a point of emphasis for governments and employers throughout the world. The Oxford Handbook of Lifelong Learning is a comprehensive and interdisciplinary examination of the theory and practice of lifelong learning, encompassing perspectives from human resources development, adult learning, psychology, career and vocational learning, management and executive development, cultural anthropology, the humanities, and gerontology. Individual chapters address the most relevant topics on the subject, including: - continuous learning as it relates to technological, economic, and organizational changes - developmental theories and research, models of lifelong learning, and the neurological bases for learning across the lifespan - examples of learning programs, tools, and technologies, with a focus on corporate programs and business education - international perspectives on lifelong learning and learning across cultures - assessment of learning needs and outcomes This comprehensive and forward-thinking handbook is an important resource -- both personal and professional -- for students, scholars, and for practitioners in the fields of training and development, human resource management, continuing education, instructional technology, professional development, and organizational psychology.

A Guide to Assessing Needs Ryan Watkins 2012-01-06 The earliest decisions that lead to development projects are among the most critical in determining long-term success. This phase of project development transforms exciting ideas into project proposals, setting the stage for a variety of actions that will eventually lead (if all goes well) to desirable results. From deciding to propose a sanitation project in South Asia to selecting approaches that strengthen school management in South America, these decisions are the starting place of development. This book is your guide to having assessing needs and then making essential decisions about what to do next. Needs assessments support this early phase of project development with proven approaches for gathering information and making justifiable decisions. Filled with practical strategies, tools, and guides, you will find that this book covers both large-scale formal needs assessments, as well as less-formal assessments that guide daily decisions. Included in the book is a blend of rigorous methods and realistic tools that can help you make informed and reasoned decisions. Use the tools featured in the book to conduct focus groups, develop surveys, prioritize needs, and lead group decision-making; developing a comprehensive, yet realistic, approach to identifying needs and selecting among alternative ways forward.

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