



Seven Trends in Corporate Training and Development: Strategies to Align Goals with Employee Needs (FT Press Human Resources)

By Ibraiz Tarique

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Understand, anticipate, master, and leverage the seven powerful trends that are transforming workplace training and development! In *Seven Trends in Corporate Training and Development*, pioneering innovator Ibraiz Tarique offers actionable thought leadership on all seven trends, helping you address the new challenges they present, and leverage new opportunities they offer. Tarique focuses on strategic directions for training and development, while offering tangible and specific recommendations for addressing and anticipating all seven trends. His example-rich, best-practice coverage includes:

- How and why the role of training and development professionals is changing
- Impacts ranging from globalization and demographics to hybrid career paths
- What future learning systems will look like
- Leveraging emerging technologies and new approaches to collaboration
- Measuring training ROI
- Using training to develop new sources of talent
- Helping employees discern fact from opinion
- Applying powerful new insights into how adults learn Teaching agility
- Making person-centered learning work
- Getting more value from informal learning
- Using stretch assignments to strengthen critical thinking
- Leveraging "new experts" within and beyond your organization

For all HR leaders and specialists with direct or indirect responsibility for organizational learning, including Directors of Learning and Development, Directors of Talent Management, Chief Learning Officers, HR Training Managers, and trainers

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Editorial Review

From the Back Cover

“Ibraiz brings a discerning eye to emerging trends and reveals how to leverage them into successful programs. Seven Trends in Corporate Training and Development should be on the bookshelf of every training and development professional—and those aspiring to become one.”

—**Ellen Weisbord**, Professor, Academic Director Executive MBA Program, Lubin School of Business, Pace University, New York

“In his book Seven Trends in Corporate Training and Development, Dr. Ibraiz Tarique examines the importance of the intrinsic learning capability of individuals, as well as the extrinsic environments in which they perform. His multidimensional approach to learning offers insights that can be used to examine the influences of individual development. This book is a must-read for any professional involved in workplace training and development.”

—**Lindamarie Werntz Coatman**, Human Resources Executive

- Easy-to-understand strategies for all HR, talent management, and T&D professionals
- Better ways to leverage informal and person-centered learning, and extreme development
- Insights about issues ranging from shifting demographics and career paths to technology and metrics

Anticipate and Profit from These 7 Crucial T&D Trends

Technology-Based Learning: Reducing cost, speeding delivery, extending reach, and improving engagement

Informal Learning: Encouraging active, spontaneous, autonomous, and passive learning, on-site and off

Customized Learning: Tailoring learning to individuals and maximizing their control

Continuous Learning: Promoting adaptive, generative, and transformative learning at individual, group, and organizational levels

Development through Teamwork: Teaching collaboration in team environments

Extreme Development: Accelerating learning by taking people out of their comfort zones

The New Experts: Fully leveraging your experts throughout the training process

Seven powerful trends are transforming the way employees learn, and fundamentally reshaping all facets of workplace training and development. Pioneering T&D innovator Ibraiz Tarique illuminates all seven trends and presents easy-to-understand and quickly usable insights on many crucial issues, from shifting demographics and T&D roles to the effective use of new technologies. He brings together new best practices for person-centered learning, teaching agility, improving critical thinking, and increasing informal learning.

Ibraiz Tarique’s actionable thought leadership focuses on identifying and overcoming new challenges, and capitalizing on new opportunities. He offers practical recommendations for defining or refining strategy, and translating it into specific programs and initiatives.

About the Author

Ibraiz Tarique, Ph.D., is an Associate Professor of Human Resources Management and Director of Global HRM Programs at the Lubin School of Business, Pace University, New York City Campus. He earned his

Ph.D. in Industrial Relations and Human Resource Management from Rutgers University (2005). Dr. Tarique publishes and consults in the area of international human resource management. His academic research interest is in international human resource management with a focus on issues related to global talent management and investments in human capital. His applied research focuses on examining the approaches that organizations use to develop HR and global HR professionals.

He has written extensively in academic and professional journals. His publications include articles in the *International Journal of Human Resource Management*, *Journal of World Business*, *Human Resource Management Review*, and *International Journal of Training and Development*, in addition to chapters contributed to several books. He has presented numerous papers at the Annual Academy of Management Meetings. He is a member of several editorial boards of international peer-reviewed journals, including *International Journal of Human Resource Management*, *International Journal of Training and Development*, *Journal of Global Mobility*, *European Journal of International Management*, and *Cross Cultural Management: An International Journal*.

His coauthored paper on Global Talent Management (with Dr. Randall Schuler) in the *Journal of World Business* was ranked as one of the most downloaded and cited papers in 2012 and 2013 by the publication. In addition, his coauthored paper on Global Leadership Effectiveness (with Dr. Paula Caligiuri) was published in the *Journal of World Business* and was awarded (with Dr. Paula Caligiuri) the Best Global Leadership Research published in 2013 by the Global Leadership Advancement Center.

Dr. Tarique is the coauthor of *International Human Resource Management: Policies and Practices for Multinational Enterprises*, a comprehensive textbook that provides a foundation for understanding the theory and practice of international human resource management. He is also the coauthor of *Strategic Talent Management: Contemporary Issues in International Context*. This book examines the topical issue of talent management from a strategic perspective.

Dr. Tarique teaches HRM courses at four levels: executive MBA, regular MBA, MSc in HRM, and undergraduate HRM.

Users Review

From reader reviews:

Mildred Duncan:

Nowadays reading books become more than want or need but also get a life style. This reading habit give you lot of advantages. Associate programs you got of course the knowledge the actual information inside the book this improve your knowledge and information. The knowledge you get based on what kind of book you read, if you want attract knowledge just go with training books but if you want really feel happy read one together with theme for entertaining such as comic or novel. The Seven Trends in Corporate Training and Development: Strategies to Align Goals with Employee Needs (FT Press Human Resources) is kind of guide which is giving the reader unpredictable experience.

Luther Ritenour:

Why? Because this Seven Trends in Corporate Training and Development: Strategies to Align Goals with

Employee Needs (FT Press Human Resources) is an unordinary book that the inside of the reserve waiting for you to snap the idea but latter it will shock you with the secret that inside. Reading this book adjacent to it was fantastic author who all write the book in such incredible way makes the content on the inside easier to understand, entertaining approach but still convey the meaning entirely. So , it is good for you because of not hesitating having this anymore or you going to regret it. This amazing book will give you a lot of gains than the other book include such as help improving your expertise and your critical thinking method. So , still want to hesitate having that book? If I had been you I will go to the guide store hurriedly.

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