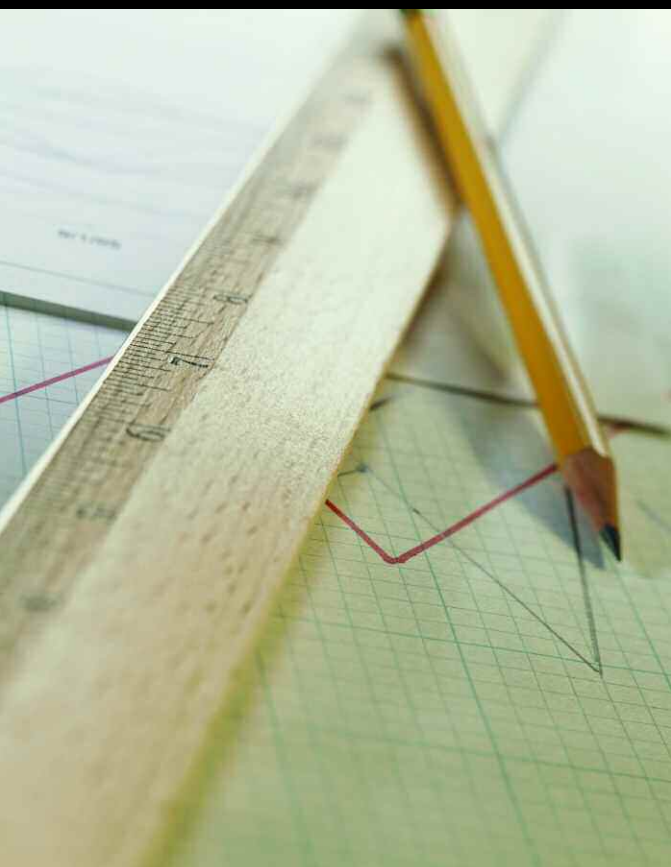


FEATURES



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8 A LESSON TO LEARN: THE SHORTEST DISTANCE BETWEEN EMPLOYEES AND KNOWLEDGE IS E-LEARNING

By Nicole Saunders

Although challenges exist in implementing e-learning, many organizations receive favorable responses from employees and overcome any initial difficulties. As organizations continue to experience e-learning and profit from this strategy, more organizations will evolve to utilizing e-learning. Then, e-learning will be considered the standard practice within organizations, not the trend.

14 LEARNING MANAGEMENT SYSTEMS: CUT COSTS WITHOUT CUTTING TRAINING

By Deborah Schmidt

The personalization of LMS's is an opportunity to send the message that management is concerned and values each individual's daily work. Success comes from the ideas, vision and actions of the people who create, design and develop your company's products. Empowered, better-trained employees improve the business.

16 OFF-THE-SHELF TRAINING – LET THE BUYER BEWARE!

By Lauren Smith

One of the first things to look for when deciding what content to purchase is "Who designed it?" There are a lot of training vendors out there that don't have a single instructional designer involved in the development process. That's a little like having a plumber build your house. Sure, the plumber has seen a lot of houses being built, but he's not a carpenter.

22 LEARNER VARIANCE AND E-LEARNING IN A CORPORATE ENVIRONMENT

By Jared Schaalje and Dr. Van Newby

Organizational development and HR professionals value training employees, and see training as a means of improving worker performance and ultimately having a substantial return on investment for the organization. E-learning that is personalized to suit a learner's orientation, difference and style has the promise of not only being more affordable, but also being highly successful at helping a larger number of employees grow and progress.

26 CASE STUDY: IMPLEMENTING COMPETENCY MANAGEMENT IN CHINA

By Oliver Chen and Ronno Lee

Over the past year, International Information Product Company has invested a great deal of resources to develop various training and development tools to deploy competency management throughout the organization. By leveraging competency in training and development, competency management has ceased to be a concept and it directly affects everyone in IIPC.

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