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FEATURES

COMPETENCY STUDY 94 Putting New Competencies to Work for You

By William Rothwell and Rich Wellins

PART 3 OF THE ASTD

New competencies and new roles identified in ASTD's extensive landmark study, "Mapping the Future: Shaping New Workplace Learning and Performance Competencies," can become pivotal in your professional development to meet the challenges of the future.

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By Haidee E. Allerton A mining company in South Africa works with a U.S. retention firm to develop its historically disadvantaged workforce, with implications for the culture at large.

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The pace has guickened, and a lot has happened in the past 10 years to change the field and, indeed, the world in which we work.

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> Where the field is going, should be going. McLagan suggests that we stop, reflect, and redefine our purpose.

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SIXTH ANNUAL TRAINING'S NEW GUARD 58 This Year's Movers and Shakers, plus Where Are They Now?: New Guarders From the First Five Years and What They're Up To By Jennifer J. Salopek

> This year's profiles of people in the learning arena who are punching through the proverbial box highlight practitioners in Nike, the U.S. Navy, W Hotels, the public sector, and more—plus we find out whether alumni New Guarders are still on the same track or have taken new directions in reaction to events—personal and otherwise—of the past five years.

The Cover ASTD's Diamond Anniversary

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Before fully developing his four-level model for training evaluation, Donald Kirkpatrick shared his ideas for starting an objective assessment in this article. Still relevant for today's trainer, this reprint from 1956 was one of our first articles for the column now called Fundamentals.

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ASTD marks its beginning in 1944 when the organization held its first annual conference. In recent years, ASTD has widened the industry's focus to connect learning and performance to measurable results, and is a sought-after voice on critical public policy issues.



Linking People, Learning & Performance

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