



# Beyond Transfer of Training: Engaging Systems to Improve Performance

*Mary L. Broad*

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Did you know that an average of only 10%-20% of training resulted in changing or enhancing an employee's performance on the job. So, why train? Picking up where her first book, the landmark *Transfer of Training*, left off (and retaining some of the most salient sections and strategies), this completely updated take on the topic shows trainers and performance professionals how to:

- Gain and maintain effective performance in complex systems.
- Find and engage clients and stakeholders in transfer of learning efforts.
- Support transfer of learning in E-environments.
- Evaluate the success transfer of learning interventions.

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