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the phillips roi methodologytm utilizes five levels of evaluation which are essential in determining the return on investment at level 1 reaction and planned action attendee and stakeholder satisfaction from the meeting can be measured almost all organizations evaluate at

level 1 usually with a generic end of meeting questionnaire while this level of evaluation is important as a stakeholder satisfaction measure a favorable reaction does not ensure that attendees have acquired new skills knowledge opinions or attitudes from the meeting at level 2 learning measurements focus on what participants learned during the meeting using tests skill practices role plays simulations group evaluations and other assessment tools a learning check is helpful to ensure that attendees have absorbed the meeting material or messages and know how to use or apply it properly it is also important at this level to determine the quantity and quality of new professional contacts acquired and whether existing professional contacts were strengthened due to the meeting however a positive measure at this level is no guarantee that what was learned or whether the professional contacts acquired will be used on the job at level 3 job applications a variety of follow up methods can be used to determine if attendees applied on the job what they learned or acquired at the meeting the frequency and use of skills are important measures at level 3 while level 3 evaluations are important to gauge the success of the meeting it still does not guarantee that there will be a positive business impact in the organization or for the attendee at level 4 business results the measurement focuses on the actual business results achieved by meeting participants as they successfully apply the meeting material or messages typical level 4 measures include output sales quality costs time and customer satisfaction although the meeting may produce a measurable business impact there is still a concern that the meeting may cost too much at level 5 return on investment this ultimate level of measurement compares the monetary benefits from the meeting with the fully loaded meeting costs as expressed in the roi formula all levels of evaluation must be conducted in order to determine the roi of a meeting or event the data collected should show a chain of impact occurring through the levels as the skills and knowledge learned level 2 are applied on the job level 3 to produce business results level 4

this book is a collection of preliminary reports from the systems centered training sct field demonstrating its value and introducing the ideas it covers a range of applications that represent the sct methods and the systems thinking that underlies sct practice

you only have to tell me do you still want to be the qiao clan s daughter that returns to her glory do you want to be slapped in the face by those who betrayed you and humiliated you hmm you mean you can help me take revenge as my woman i can give you everything you want to qiao xiao xiao who had been abandoned at the wedding after her father had taken a drug jump a man s words were like a spell she held the man s outstretched hand thinking that this would be the rest of her life

i ve been waiting for you here for two days the sea breeze blew through the woman s short yellowish hair what if i don t come i don t know maybe i will completely forget about you maybe i will marry another man the man smiled and said but in the end i still came

innovation is a top priority for all kinds of organizations of all sizes and shapes throughout the world but innovation doesn't happen only at the executive level people within an organization come up with great ideas that can propel the company forward all too often however would be innovators find that the organization is unreceptive to their new ideas they are stymied by bureaucracy power dynamics or countless other barriers to innovation they find themselves lost in a labyrinth that blocks them everywhere they turn william duggan a leading expert on innovation and strategic thinking offers a guide to navigating the maze from idea to implementation he provides practical advice on communicating new ideas effectively getting buy in from others winning allies and overcoming resistance or outright opposition to innovation duggan focuses on the strategy and tactics of building support within the organization exploring the crucial takeaways from research in psychology about how people react to new ideas this book includes a series of interviews with successful corporate innovators as well as analysis of historical cases that combine lively storytelling with actionable insights for anyone in an organization who has been frustrated with the lack of innovation corporate innovator delivers an essential roadmap for going from idea to action

the definitive guide for anyone involved in designing and approving executive salaries revised for new laws and attitudes about salaries and performance the complete guide to executive compensation third edition helps you evaluate your company's culture organization and strategy to create the best compensation package for the organization's interest it contains new strategies based on recent changes regarding venture capitalism boards of director's core responsibilities changes in director's pay shifts in stakeholder power and laws like the dodd frank wall street reform and consumer protection act and healthcare reform bruce r. ellig served at pfizer inc for over 35 years and spent his last 25 years as secretary of the board of directors executive compensation committee he has received the lifetime achievement awards from the society of human resource management and worldatwork ellig was elected to the national academy of human resources in 1993 and served as a fellow of the employee benefit research institute and the wharton aristy institute

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