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A cursory review of this table readily shows that some models have added a few steps before the reaction level in an effort to capture the pre-work conducted by learning professionals and training departments to obtain buy-in for the training itself. Also, some models have expanded the process by adding additional steps after Kirkpatrick ' s results to capture the broader impact on and value ...

Training Evaluation: Beyond Kirkpatrick - Training Industry

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P Tamkin, J Yarnall, M Kerrin

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