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## Articles by the Kirkpatricks

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A World View on Evaluation  
Are You REALLY Using The Four Levels?  
Ask the Expert  
Avoid and Correct Employee Evaluation Pitfalls (CLO Magazine)  
Avoid The Allure of Training Activity  
Business Partnership Is Everywhere  
Creating a Post-Training Evaluation Plan (TD Magazine)  
Creating ROE: The End is the Beginning (TD Magazine)  
Do More with Less (CLO Magazine)  
Evaluation Blunders and Missteps to Avoid (TD Magazine)  
Getting Managers Aboard The Trainers' Train  
How to Start an Objective Evaluation of Your Training Program, 1956. Courtesy of ATD  
Increased Results from Fewer Resources: How Maersk Line Accomplished It  
Integrating Training and Performance Appraisal (Training Magazine)  
Lessons from 30,000 Feet (CLO Magazine)  
Leveraging Level 1 to Strengthen Your Brand  
New World Level 2  
ROE: Demonstration of Training Value (Training Magazine)  
ROE's Rising Star (TD Magazine)  
Simplify Evaluation (TD Magazine)  
The Feds Lead the Way in Making Training Evaluations More Effective (TD Magazine)  
The Four Levels are Still Relevant  
The Kirkpatrick Model: Past, Present and Future (CLO Magazine)  
The New World Level 1 Reaction Sheets  
There is More to Kirkpatrick than Training Evaluation  
Three Steps to Effectiveness (CLO Magazine)  
Top Training Evaluation Mistakes and How to Avoid Them  
Training Evaluation: It Doesn't Have to Be as Formal as You Think (Training Industry Magazine)  
Training for Mission Success (TD Magazine)  
Training On Trial  
Whose Responsibility Is Training? 1967, Courtesy of ATD

## Kirkpatrick® White Papers

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An Introduction to the New World Kirkpatrick® Model  
The Kirkpatrick Four Levels®: A Fresh Look After 50 Years



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## Kirkpatrick Diagrams and Forms

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Blended Evaluation Plan® Form Samples  
Design Document  
Hybrid Course Evaluation Form  
Kirkpatrick Business Partnership Model  
Sample Intake Form  
The Kirkpatrick Model

## Kirkpatrick PowerPoint Slides

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Kirkpatrick PowerPoint Slides

## Articles by Guest Authors

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5 Questions With Jim and Wendy Kirkpatrick (Focus Magazine)  
50 Years for Four Levels (Training Magazine)  
A Trainer's "Old Kit Bag"  
Applying the Kirkpatrick Model to a Coaching Program  
Developing Valid Level 2  
Did it stick - Easy Level 3 Evaluation  
Don Kirkpatrick: The Father of the Four Levels (CLO Magazine)  
Eight Tips on Developing Valid Level 1 Evaluation Forms  
Evaluation Enhances Blended and Online Learning  
Five Easy Pieces to Performance Measurement  
From "Training" to "Learning Facilitation"  
Getting Maximum Value from Leadership Programs  
Learner Feedback On-the-Go  
Level 3 - More Evidence to Support the Investment in Skill Development  
Means and End  
So Much To Measure, So Few Resources  
Successful Learning Organizations Understand the Power of Positive Workplaces  
The Fallacy of ROI Calculations  
Training Evaluation in This New World  
Training Value Questionnaire  
When to Say "No" to a Training Request  
Winning the Heads and Hears of Leaders



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## Recorded Webinars

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Top Training Evaluation Pitfalls to Avoid  
First Things First: Getting Started with Kirkpatrick® Training Evaluation  
Top Training Mistakes: Are You Making Them?  
Kirkpatrick's four Levels of Training Evaluation: Do You Really Know the Four Levels?  
Getting Kirkpatrick Evaluation Right – Case Examples and Tips from Practitioners  
More Fatal Kirkpatrick® Model Execution Errors – Practical Tips for Identifying and Correcting Them  
Fatal Kirkpatrick® Model Execution Errors – Practical Tips for Identifying and Correcting Them  
Put Analytics into Practice: how to Tie Learning to Tangible Business Outcomes  
New World Kirkpatrick® Levels 1 and 2: Powerful Components Not to Overlook  
Build a Better Reaction Sheet: Tips from Jim and Wendy Kirkpatrick  
Using Kirkpatrick® to Move Beyond Training Order-Taking, Part 2: An Interactive Discussion (Training Magazine Network)  
Using Kirkpatrick® to Move Beyond Training Order-Taking (Corporate Learning Consortium)  
Using Kirkpatrick® to Move Beyond Training Order-Taking Part 1 (Training Magazine Network)  
Real World Tactics for Creating and Demonstrating Training Value in Government  
Marching Orders for U.S. Military Trainings: 2012 and Beyond, Part 2  
Getting to Kirkpatrick Levels 3 and 4: Creating Believable Value (Charity Learning Consortium)  
Getting to Kirkpatrick Levels 3 and 4: Delivering Believable Value (Training Magazine Network)  
Marching Orders for U.S. Military Training: 2012 and Beyond, Part 1  
The New World Kirkpatrick Four Levels® (Non-Profit Webinar)  
The New World Kirkpatrick Four Levels® (Training Magazine Network)  
Proving the Value of Training to the C-Suite: The Language of Bottom-Line Results  
Effective Training

## Videos

[Click here to go to the Resource Library](#)

Communicating the Value of Training – Part 1  
Communicating the Value of Training – Part 2  
How Do I Get Started With Evaluation?  
Interview with Jim Kirkpatrick on Emirates News  
Into to OPM's Training Evaluation Field Guide  
Leading Initiatives with the End in Mind  
Quick Tip #27: Giving Stakeholders the Data They Want  
Quick Tip #29: Monitoring Level 3 to Maximize Results  
Quick Tip #30: Don't Forget Middle Managers in Training Plans  
Quick Tip #41: Getting Stakeholders to YOUR "Table"



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Re-Evaluating Evaluation: Showing the Business Value of Training  
Why Evaluate Training?  
How Well-Meaning Training Professionals May Be Missing the Mark - Part 1 of 5  
Can You Answer this 1 Simple Question About Your Most Important Programs? Part 2 of 5  
Just Can't Get a Seat at the Table? Try This. Part 3 of 5

## Podcasts

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### Title

Creating ROE: The End Is the Beginning  
Jim and Wendy Kirkpatrick (Interview with Bob Pike)  
Jim Kirkpatrick's Interview with Learning Insights  
Measurable Training to Improve Company Efficiency  
Put on Your Business Hat to Get Program Buy-In  
Quick Tip #11: Align Training Efforts with Level 4 Results  
Quick Tip #12: Position Yourself as a Strategic Business Partner  
Quick Tip #13: Choose Your Business Partners Well  
Quick Tip #14: Build an Early Warning Detection System  
Quick Tip #15: Present Your Case Like an Attorney  
Quick Tip #24: Maximizing Results Through Business Partnership  
Quick Tip #25: Should I Always Conduct a Level 1 Evaluation?  
Quick Tip #26: Rod and Staff – Do They Still Apply?  
Quick Tip #31: Avoid the "Red Pants Phenomenon"  
Quick Tip #35: Acting as a Learning and Performance Consultant  
Quick Tip #42: Open Your Table to Others  
Quick Tip #2: Who Cares About Smile Sheets?  
Quick Tip #3: Are You a Bridge Builder?  
ROE's Rising Star (T+D Magazine)  
Simplify Evaluation (T+D Magazine)  
The Four Levels of Effective Training (American Management Association)  
Training on Trial: Linking Training to Business Execution Results

## Other Resources

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OPM 5 CFR Part 250  
OPM 5 CFR Parts 410 and 412



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## Resources Available in Other Languages [Click here to go to the Resource Library](#)

“Quelles sont les évolutions récentes du modèle de Kirkpatrick ?” (intervention de Jonathan Pottiez)

El Modelo Kirkpatrick: Cómo mejorar la capacitación

Entrevista Kirkpatrick

L'évaluation – Une compétence clé pour l'évolution du responsable formation

L'évaluation de la formation demeure une préoccupation secondaire Zoom Op ROEM

Série Regina Camargo |1 de 3| – Evolução do modelo Kirkpatrick

Série Regina Camargo |2 de 3| – Comparação entre os modelos Jack Philips e Kirkpatrick

Série Regina Camargo |3 de 3| – Efetividade nas ações educacionais

Zoom Op ROEM

全新的柯氏一级评估反应量表

全新的柯氏三级评估行为改变

全新的柯氏二级评估，学员信心与承诺的重要性

质疑柯氏四级？欢迎进入百家争鸣时代



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