

Kirkpatrick

a framework for evaluating learning

Confirming,
predisposing,
networking,
inspiring?

Return on investment
= value of Results
– cost of Learning episode

Learning episode

Normal life

Reaction
the experience
of learning

feedback form,
interview, focus group

Learning
the knowledge
gained

performance, test,
interview, focus group

Behaviour
the application
of knowledge in
the environment

observation

Results
the effect on the
environment

productivity, savings,
quality, transformation



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