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## Foreword

Every year new challenges emerge in the field of training and development—for example, computerized designations, e-learning, and knowledge management, to name a few. In spite of the variety and complexity of these challenges, there is a common theme: business leaders want to see value for their investment. Do people's initial reactions to the learning experience reflect that the training is relevant and immediately applicable to their needs? How effective is the learning and how committed will it be? What are people doing differently and better as a result? What results are being demonstrated in learning and development during the business?

These are the fundamental questions that have been asked every year about training and development since 1959, when Don Kirkpatrick put them on the agenda of business and learning leaders. Today, these questions are still being asked—and applied—as a guide source of learning programs. Is learning only for business? Are there different learning methods? Is learning only for business? Are there different learning methods? Is learning only for business? Are there different learning methods? Is learning only for business? Are there different learning methods?

Kirkpatrick's four levels—reaction, learning, behavior, results—have stood the test of time and are as relevant today as they were over four decades ago. They are perhaps even more relevant today as the pressure on training professionals to deliver results, and not just post-the "rule three," grows greater every year. So readers, take heart. The final edition of Kirkpatrick's classic book is stock full of useful