

HPT Evaluation Challenges

Richard Pearlstein

Director of Organizational Effectiveness
The Center for Systems Management

Tuesday, June 8, 2010 – 5:30 to 8:00 p.m.

Dinner is catered.

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Many organizations don't evaluate beyond Kirkpatrick's Level 1. While some organizations evaluate at Level 2, very few evaluate at Level 3, and even fewer at Level 4. **Yet, without Level 3 and 4 evaluations, organizations have no evidence that their HPT interventions make any difference on the job.**

Why do organizations spend billions on such interventions? Rich will offer explanations. More importantly, **he will solicit participants' stories of evaluation challenges they have encountered on the job.** He will lead a series of discussions in which participants consider ways they can help organizations conduct action-oriented evaluations of HPT interventions.

Richard B. Pearlstein, Ph.D. has more than 35 years' experience in researching, using, and evaluating ISD and other performance improvement processes. He helped develop the Air Force's original ISD manual, and co-authored the Army's Criterion-Reference Test Construction Manual, the first practical guide to the process. He has chapters in three handbooks on the topics of training & development, OD, and evaluation. Rich managed training development and delivery at Federal agencies and private corporations for years. A long-term ISPI member and a past board member, he has presented at 23 ISPI Annual Conferences. With The Center for Systems Management, he currently manages organizational effectiveness and evaluation programs for Federal and commercial clients. He is also Editor of ISPI's *Performance Improvement Quarterly*, a refereed research journal.