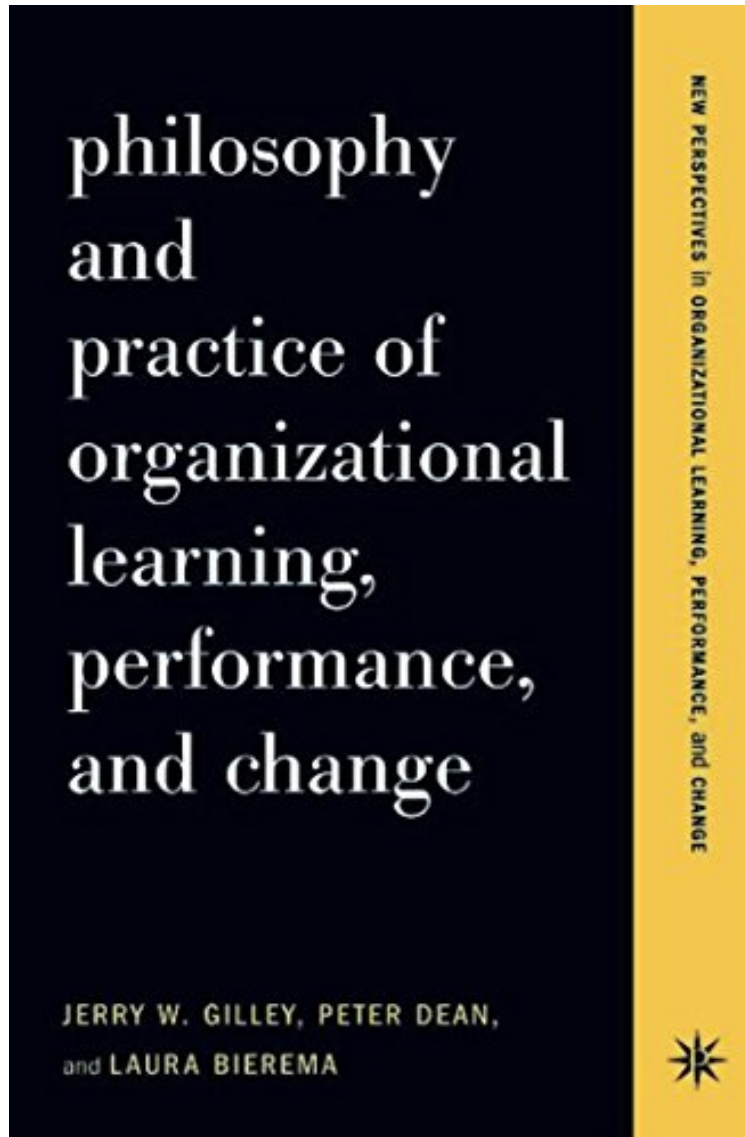


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# Philosophy And Practice Of Organizational Learning, Performance And Change

*Jerry W. Gilley, Peter Dean, Laura Bierema*  
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to see the connections to the educational systems, and to the base theories that were then connected to the HRD diaspora. It is also a manageable and exiting reading experience, which provides clear and accessible applications for the use of theory.

In this book, the authors integrate the three dominant approaches to organizational development-learning, performance, and change-to create a dynamic lens through which to analyze any HRD program or initiative.

About the Author Jerry W. Gilley is an associate professor in organizational and human resource development at Iowa State University and was formerly the director of organizational and executive development for William M. Mercer, Inc. He lives in Ames, Iowa. Peter Dean is an associate professor of human resource development at the University of Tennessee, visiting professor at the Wharton School of Business, University of Pennsylvania, and editor of the Performance Improvement Quarterly. He lives in Havertown, Pennsylvania. Laura Bierema is an assistant professor at the University of Georgia. A specialist in labor and industrial relations and a former training professional at Allied Signal, she presents frequently on topics of adult and organizational learning. She lives in Athens, Georgia.