Theories of Learning for the Workplace: Building blocks for training and professional development programs (Routledge Psychology in Education)

Filip Dochy, David Gijbels, Mien Segers, Piet Van den Bossche

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Workplace and professional learning, lifelong learning, adult learning, learning in different contexts have become of more and more interest and now dominate all aspects of 21st century life. Learning is no longer about 'storing and recall' but 'development and flow'.

Theories of Learning in the Workplace offers fascinating overviews into some of the most important theories of learning and how they are practically applied to organisational or workplace learning. With each chapter co-authored by an academic researcher and an expert in business or industry, this unique book provides practical case studies combined with thorough analysis of theories and models of learning.

Key figures in education, psychology and cognitive science present a comprehensive range of conceptual perspectives on learning theory, offering a wealth of new insights to support innovative research directions.

Containing overviews of theories from Schön, Argyris, Senge, Engeström, Billet, Ericsson, Kolb, Boud and Mezirow, this book discusses:

- adult learning;

- workplace learning;

- informal learning;

- reflective practice;

- experiential learning;

- deliberate practice;

- organisational and inter-organisational expansive learning.

Combining theory and practice, this book will be essential reading for all trainee and practicing educational psychologists, organisational psychologists, researchers and students in the field of lifelong learning, educational policy makers, students, researchers and teachers in vocational and higher education.

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