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Jim Kirkpatrick, PhD
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Dear Jim:

Thank you for the evaluation workshop you facilitated for the Global Learning & Performance Group on November 5, 2007.

Your session brought clarity to the sometimes confusing issue of evaluation. Your explanation of the four levels enabled our team to develop and implement strategies to show the impact of learning and organizational development initiatives. Although our application of the evaluation principles you presented is a continuous process, your revelation of innovative approaches to demonstrating the return on expectations of our work was very valuable.

I look forward to our continued discussions of learning and evaluation strategies.

Regards,

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