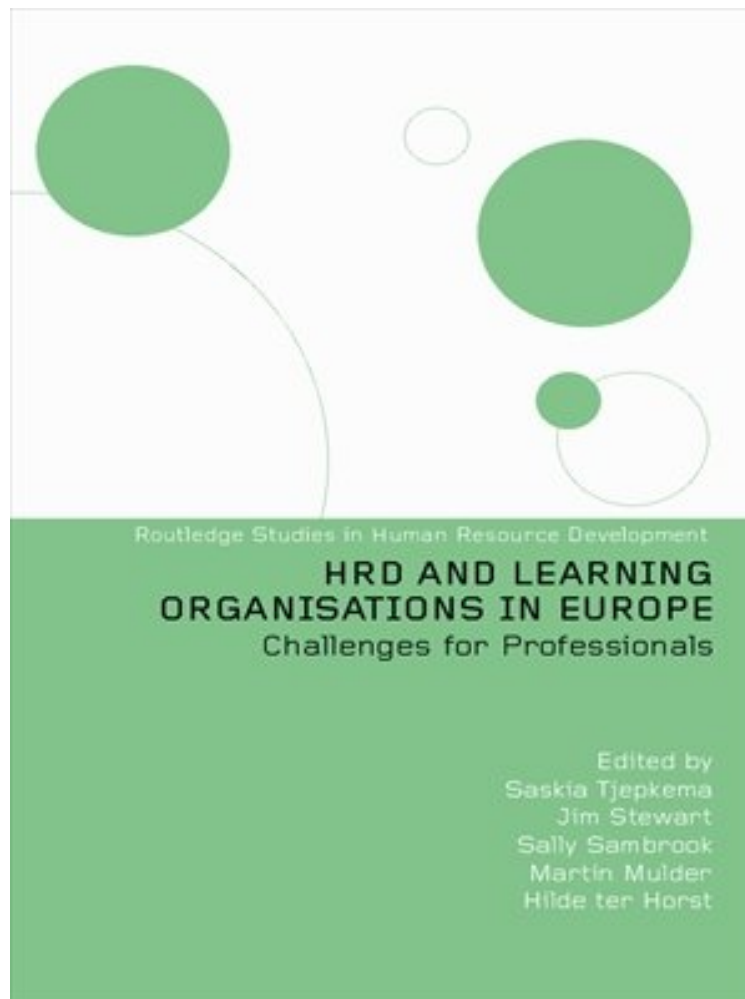


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'Lifelong learning' is moving from buzzword to reality for ever latger numbers of workers. Firms increasingly need their workers to be active, self-directed learners who contribute to innovations and improvements of processes, products and services. Companies that explicitly encourage and support worker learning, from a strategic perspective, are called 'learning organisations'. This book is the result of an European study into the changing views and practices of

professionals in the field of Human Resource Development within such organisations. Focusing on Europe, the book contains authors and research from Finland, the UK, Germany, The Netherlands, Belgium, France and Italy. Theoretical explorations of the learning organisation and the changing face of HRD complement nearly thirty case studies of HRD functions. This book will be essential reading for both academics and professionals in the fields of HRD and lifelong learning.

About the Author Ms Saskia Tjepkema, MSc, works as an HRD consultant for Kessels Smit, The Learning Company, and as a researcher and teacher for the University of Twente, Faculty of Educational Science and Technology. Jim Stewart is Professor of Human Resource Development at Nottingham Business School. Sally Sambrook is a lecturer in Human Resource Management at the School for Business and Regional Development at the University of Wales, Bangor. Martin Mulder is Professor of Education and Head of the Department of Educational Studies in Wageningen University. Hilde ter Horst is Managing Director of MMI, a company specialising in consultancy on and development of multimedia training materials and organizational learning. Jaap Scheerens is Professor of Education at the University of Twente.