

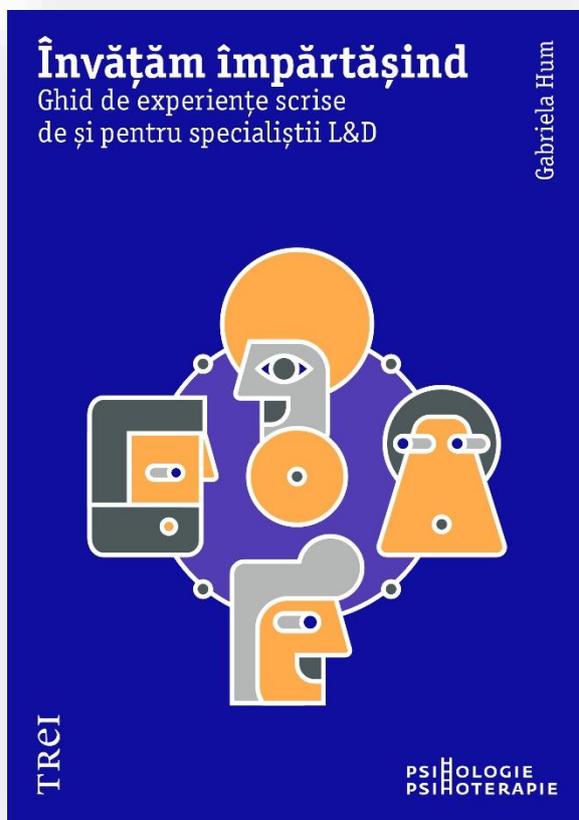
BOOK REVIEW



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Invatam impartasind. Ghid de experiente scrise de si pentru specialistii L&D, Editor: Gabriela Hum



WE LEARN BY SHARING - A GUIDE WRITTEN BY AND FOR L&D SPECIALISTS [in Romanian]

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348 pages
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During the pandemic of 2020, eighteen specialists in learning and developmental from different companies in Cluj-Napoca (Romania) coordinated by Gabriela Hum started to write a book.

The result?

"We learn by sharing - a guide written by and for L&D specialists" - A great 347 pages book about their personal experience about training and the rules to follow in order to create a good learning experience, how to deliver training and sustain the changes induced by trainings in organizations.

The volume contains five chapters, divided in twenty sections created around the word "learning" and organizational development. The main accent is on the importance of learning and development as part of the Human Resources functions and the importance of learning and development specialists as business partners, points out technical aspects that are part of the need analysis and the design of the interventions, delivery programs, post-delivery learning, careers one could have in learning and development department and exciting possibilities in this area.

It is a new entry book in the HR field and should become the "bible" for each organization and for everyone interested in training area.

What I've noticed when started to read the book was the easy accessible language used, although is a technical book, the language used allowed me - a non-learning and development specialist to understand and to immerse myself into this world. From the first chapter it made me curious about how long the process of creating a training is and how many details are taking into consideration from the first point: the need of training analysis.

It is a book of details but not in a boring,

excessive way. Are those details needed to make a difference and those details who can capture attendance's attention in order the learning process occurs.

The feeling you get while reading this book is not a heavy, tired one, but a feeling of curiosity mixed with enthusiasm, that "Ok, tell me more about it feeling.

I particularly enjoyed Chapter three – "Training delivery" and from the title you would expect a "How to" section, but no, imagine this book as a maze, you know where you enter to, you learn how to get out and you will receive all the tools in order to find the way out, but the process will amaze you. And this is the correct word for this Chapter: amazing! When you start to read this chapter the first sentence is: *"When we prepare a training, we start thinking about it as a journey. IT has a starting point where we meet our trip partners, we warm up and we look on the map to see where we need to arrive. Then we start the journey, and we follow some rules to make sure everybody is with us, the guides. And at the end, we say goodbye to each other and take with us the things we learned during the journey, in order to share them and practice them further.*

The reader will be amazed how good this sentence summarizes the entire chapter: the opening, the group rules, the warm up for the training and the warm up for the specific subject, expectations, everybody's learning style - to make sure *"everybody is with us, the guides"*, training delivery and techniques of delivery, group dynamics and visual facilitation.

Another thing I enjoyed is the accent from the last Chapter – *"Possibilities and perspectives in L&D"* on section - *How to train a trainer* – an important aspect and rarely taken into consideration when a training is delivered. And the author Calin Grigorovici points out: *"The training is about the participants not about the trainer"* and the chapter is dedicated to trainer's preparation around three pillars: background, pedagogy and shape.

The entire book focuses not just on information, methods and exercises but on people as well: from the trainer to participants and the organization – which in Romania are timidly beginning to have a culture of learning.

At the end of each chapter, the reader can find a References section, examples of exercises, tools to be used in trainings and a practice area where the reader is invited to be part of the journey.

If you are not a learning and development specialist like me, maybe your question will be: "Why to buy this book?"

My answer to you will be: you should buy it for your own personal development, because we learn something each day and with each experience we encounter in live we can easily become trainers for our children, clients, students etc. And most of the exercises and information found in this book can be easily used in day to day practice.

The learning process is not just for organizations, is for everybody, every day in our life.