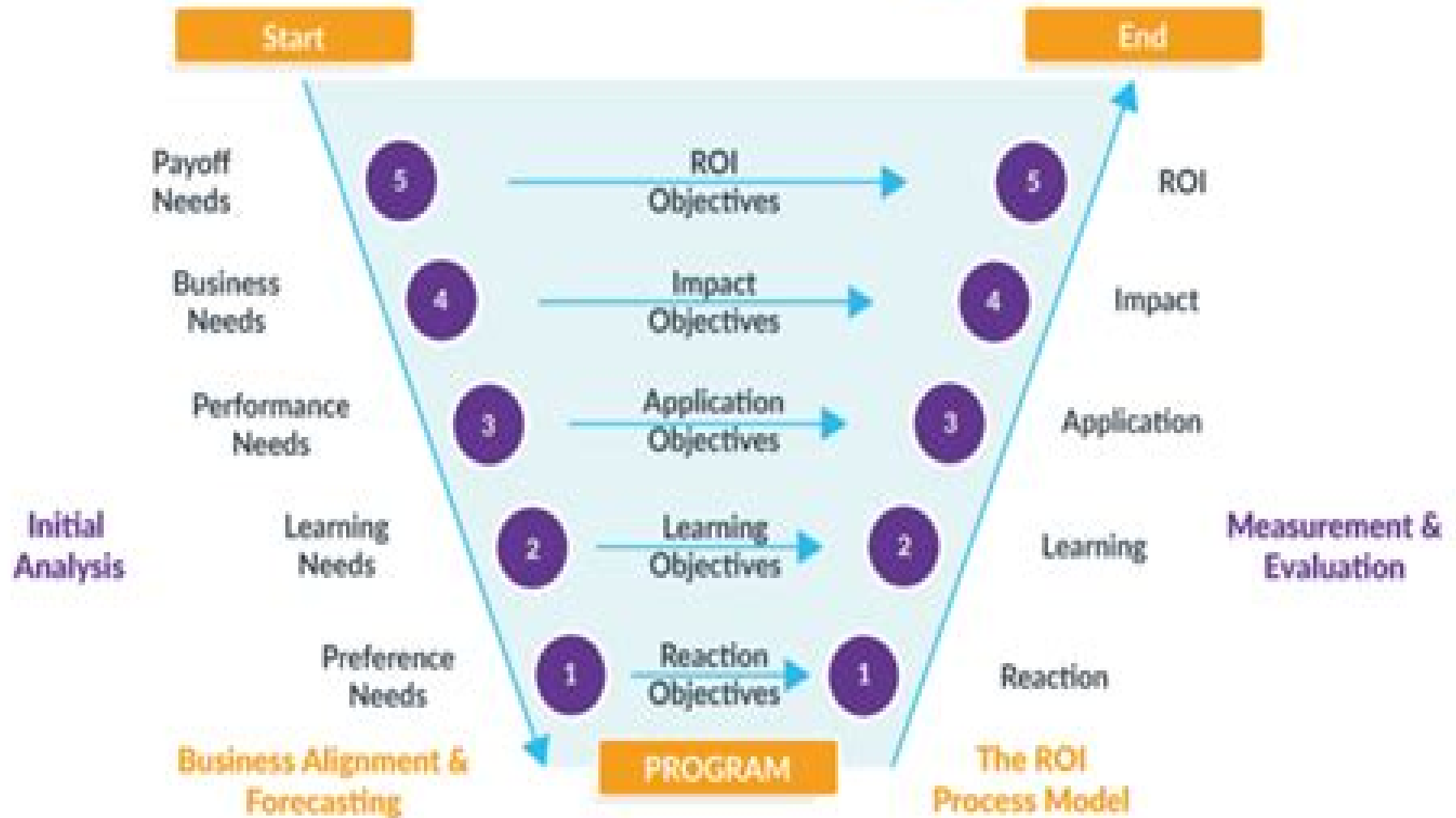


# Phillips Model for Training Evaluation



# Evaluation Approaches For Training And Development

**Anthony Landale**



## **Evaluation Approaches For Training And Development:**

*Training and Development Methods* Rishipal, 2011 Introduction To Training And Development Human Resource Development And Career Planning Training Need Identification Learning Strategic Training And Development Organising The Training Function Training Programme Design Training Climate Training Methodology Training Methodology Training Methodology Transfer Of Training Training Aids Training Evaluation Employee Obsolescence And Training Training Perspectives And Trends

**The Effective Evaluation of Training and Development in Higher Education** Bob Thackwray, 2014-05-12 This text puts forward the argument that higher education must develop better and more consistent practices with regards to the evaluation of training and development Most evaluations are valueless unless they start by clarifying the purpose they are intended to serve and this usually means clarifying whose purposes are being served This text provides a guide to best practices and uses examples and case studies from both the UK and abroad to show the benefits that can be gained from using evaluation effectively

**Training and Development Theory Practice** Dr Subrahmanian Muthuraman, **Personal growth and training and development**, [More Evaluating Training Programs](#), 1987

**Handbook of Training Evaluation and Measurement Methods** Jack J. Phillips, Patricia Pulliam Phillips, 2016-05-20 Today's economic climate means that anyone involved in training and development must be able to measure its effect on business performance With a focus on costs benefits and return on investment this book provides a comprehensive reference for those who are learning about or implementing an evaluation system This new edition is fully revised and updated to reflect current developments with step by step guidance on a range of vital topics including Developing a results based approach to HRD Evaluation design Data collection and measuring success Calculating program costs and ROI Increasing management support for HRD programs With end of chapter discussion questions and an accompanying online Instructor Guide this fourth edition provides sound theory and practical solutions The Handbook of Training Evaluation and Measurement Methods is a complete and detailed reference guide suitable for HRD professionals and students in advanced courses in HRD training evaluation and program evaluation

**Training and Development** Dr. Yogesh Pahuja, 2015-06-19 While designing and delivering workshops practitioners and aspiring trainers feel the shortfall of conceptual content or the need to have the most essential concepts available in one source Training and Development An Essential Guide for Students and Practitioners is one such source that gives you to the point concepts of T D in an easy to understand language balancing the theory and practical aspects Also T D applications are best understood with a basic foundation in OD as a functional area and its application in the industry Thus the book begins with an overview on understanding OD and then takes on the complete training cycle in a sequence Most practitioners emphasize level one of training evaluation which is the immediate feedback after a session and other levels like learning on job behavior and results invariably get ignored Thus the book also covers the much needed inputs on training evaluation This book also offers sample

of formats to be used such as preparing a training proposal training calendar and how to identify training needs Over thirty such ready to use formats are included It is therefore a ready reckoner for students and practitioners to apply it professionally at work

*Using Evaluation in Training and Development* Leslie Rae,1999 Practical in tone yet firmly based on sound theoretical foundations the book clearly shows how evaluation can and should be applied before during and after training Guidelines are suggested methods described and practical tried and tested resources detailed Structured to allow trainers to develop evaluation models that are ideally suited to their individual needs this definitive handbook gives practical advice on all aspects of training evaluation including knowledge tests and the use of ranking scales behaviour observation and self reporting the use of questionnaires interim evaluation the evaluation of open and distance learning programmes and cost and value effectiveness

*Evaluating Management Development, Training, and Education* Mark Easterby-Smith,1993 Easterby Smith management learning Lancaster U England presents a comprehensive guide to evaluating management development and training He explains the technical aspects of the various methods but more importantly surveys the politics of using evaluations the range of purposes they may be put to and the effects of different contexts Updated from the 1986 edition to incorporate the Management Charter Initiative competence based training and new case studies Annotation copyright by Book News Inc Portland OR

**Evaluating the Impact of Training and Institutional Development Programs** Suzanne Taschereau,1998 This manual focuses on measuring the effects of training and institutional development programs on individuals the organizations or economic sectors in which they work and the welfare of the larger community It presents a conceptual framework as well as real life examples drawn from evaluations of the Economic Development Institute s learning and capacity building programs in the developing world It provides practical advice on developing evaluation plans designing questionnaires conducting interviews analyzing data reporting findings and making recommendations Emphasis is placed on the active participation of stakeholders throughout the process

*The Wiley Blackwell Handbook of the Psychology of Training, Development, and Performance Improvement* Kurt Kraiger,Jonathan Passmore,Nuno Rebelo dos Santos,Sigmar Malvezzi,2020-06-02 This Handbook is sure to become a key resource for any researcher or professional looking for the latest and most innovative thinking from around the world on the full range of topics related to training development and performance management Bradford S Bell PhD Cornell University USA Editor Personnel Psychology I wish I could have accessed this book many years ago Comprehensive and scholarly the four sections training e learning personal and professional development and performance management fit well together and address a gap in the literature that has been apparent for some time The psychological perspective speaks to growing interest in the micro foundations of strategic success and the blending together of both formal and informal perspectives on learning in organizations ensures a holistic rather than piecemeal approach to the question of how to build individual knowledge skills and competences in organizations I believe that this book will make a significant impact on its target audience in this critical area Helen Shipton Professor of

International Human Resource Management Nottingham Trent University UK The Wiley Blackwell Handbook of the Psychology of Training Development and Performance Improvement provides up to date contemporary information for researchers and professionals by reviewing the latest literature and research in the interconnected fields of training development and performance appraisal It brings a psychological perspective to bear on a multidisciplinary field that links to management human resources and education Unique to reference works in this area it maintains a truly global focus on the field with top international contributors looking at research and practice from around the world including South America Europe Canada and Australia as well as the United States and the United Kingdom The chapters cover a diverse range of important contemporary topics such as needs analysis job design active learning self regulation simulation approaches 360 degree feedback and virtual learning environments Together they offer researchers and professionals essential information for building a talented organization a critical and challenging task for organizational success in the twenty first century

*Staff Training and Development in Distance Education* Mr. Rohit Manglik, 2024-02-20 EduGorilla Publication is a trusted name in the education sector committed to empowering learners with high quality study materials and resources Specializing in competitive exams and academic support EduGorilla provides comprehensive and well structured content tailored to meet the needs of students across various streams and levels *Human capital selected agencies' experiences and lessons learned in designing training and development programs.* , 2004 *Guide to Training and Development Services* , 1992

*Establishing the Value of Training* Sharon G. Fisher, Barbara J. Ruffino, 1996 Establishing the Value of Training helps trainers and managers meet these challenges by providing practical guidance job aids and worksheets for calculating training costs and returns It provides proven strategies for combining traditional return on investment methodologies with assessments of other less tangible benefits of training **Enriching Human Capital Through Training and Development** P L Rao, 2009 The development of Human Resource has assumed importance particularly after the government's focus on HRD introduction of liberalized economy and globalisation of world trade This has led to world trade competition For this purpose every corporate entity sought ISO certification which enjoins on the industry to impart regular training to its workforce Thus training has taken centerstage HR is now considered as human capital and much importance is given to the development and training of this unique resource The one area in HR that found global visibility is training Training has a direct relationship to HR's concern about human capital development and globalisation of workforce People want to study at their own pace and time The exciting development area is therefore e learning Keeping the above developments in view it is imperative that business organisations should develop their own internal resources for training and development of their workforce While giving stress on management development most organizations ignore development and training of operatives who constitute the bulwark of their human capital This aspect has been suitably taken care of in this book This comprehensive book covers all aspects of training and development starting from conceptual inputs to

management of training environment instructor s competencies transfer of learning IT based training to mention a few should be presented to line managers The book is divided into four parts Training and Development Training Delivery Evaluation of Training and the last part containing eleven Appendices relating to the Text Attempt has been made to present the subject in a succinct and lucid manner bringing the latest on the subject The text focuses not only on the traditional training methods but also on the importance of development dimensions This comprehensive compendium on training and development sprinkled with copious examples will be useful for the budding trainers HR practitioners and academicians alike

**The Training and Development Sourcebook** Craig Eric Schneier,1994 Included are 50 of the most important articles written by leading practitioners in the training field Also includes over 50 fully reproducible training tools and instruments that will save you valuable time in new program development and delivery

**Training Methodology: Planning and administration** National Communicable Disease Center (U.S.),1969

Evaluating Training Programs Donald Kirkpatrick,James Kirkpatrick,2006-01-01 An updated edition of the bestselling classic Donald Kirkpatrick is a true legend in the training field he is a past president of ASTD a member of Training magazine s HRD Hall of Fame and the recipient of the 2003 Lifetime Achievement Award in Workplace Learning and Performance from ASTD In 1959 Donald Kirkpatrick developed a four level model for evaluating training programs Since then the Kirkpatrick Model has become the most widely used approach to training evaluation in the corporate government and academic worlds Evaluating Training Programs provided the first comprehensive guide to Kirkpatrick s Four Level Model along with detailed case studies of how the model is being used successfully in a wide range of programs and institutions This new edition includes revisions and updates of the existing material plus new case studies that show the four level model in action Going beyond just using simple reaction questionnaires to rate training programs Kirkpatrick s model focuses on four areas for a more comprehensive approach to evaluation Evaluating Reaction Evaluating Learning Evaluating Behavior and Evaluating Results Evaluating Training Programs is a how to book designed for practitiners in the training field who plan implement and evaluate training programs The author supplements principles and guidelines with numerous sample survey forms for each step of the process For those who have planned and conducted many programs as well as those who are new to the training and development field this book is a handy reference guide that provides a practical and proven model for increasing training effectiveness through evaluation In the third edition of this classic bestseller Kirkpatrick offers new forms and procedures for evaluating at all levels and several additional chapters about using balanced scorecards and Managing Change Effectively He also includes twelve new case studies from organizations that have been evaluated using one or more of the four levels Caterpillar Defense Acquisition University Microsoft IBM Toyota Nextel The Regence Group Denison University and Pollack Learning Alliance

**Gower Handbook of Training and Development** Anthony Landale,1999 An invaluable aid for today s training professional as they face up to the organizational challenges presented to them

## Whispering the Techniques of Language: An Psychological Journey through **Evaluation Approaches For Training And Development**

In a digitally-driven earth wherever monitors reign great and instant conversation drowns out the subtleties of language, the profound techniques and mental subtleties hidden within words often get unheard. However, located within the pages of **Evaluation Approaches For Training And Development** a charming literary prize blinking with fresh thoughts, lies an extraordinary journey waiting to be undertaken. Penned by a talented wordsmith, this wonderful opus attracts visitors on an introspective journey, delicately unraveling the veiled truths and profound impact resonating within the fabric of each word. Within the mental depths with this touching review, we can embark upon a honest exploration of the book is core themes, dissect its captivating publishing design, and fail to the strong resonance it evokes strong within the recesses of readers hearts.

<https://webhost.bhasd.org/results/uploaded-files/Documents/Great%20Western%20Lines%20And%20Landscapes.pdf>

### **Table of Contents Evaluation Approaches For Training And Development**

1. Understanding the eBook Evaluation Approaches For Training And Development
  - The Rise of Digital Reading Evaluation Approaches For Training And Development
  - Advantages of eBooks Over Traditional Books
2. Identifying Evaluation Approaches For Training And Development
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Evaluation Approaches For Training And Development
  - User-Friendly Interface
4. Exploring eBook Recommendations from Evaluation Approaches For Training And Development

- Personalized Recommendations
- Evaluation Approaches For Training And Development User Reviews and Ratings
- Evaluation Approaches For Training And Development and Bestseller Lists
- 5. Accessing Evaluation Approaches For Training And Development Free and Paid eBooks
  - Evaluation Approaches For Training And Development Public Domain eBooks
  - Evaluation Approaches For Training And Development eBook Subscription Services
  - Evaluation Approaches For Training And Development Budget-Friendly Options
- 6. Navigating Evaluation Approaches For Training And Development eBook Formats
  - ePub, PDF, MOBI, and More
  - Evaluation Approaches For Training And Development Compatibility with Devices
  - Evaluation Approaches For Training And Development Enhanced eBook Features
- 7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Evaluation Approaches For Training And Development
  - Highlighting and Note-Taking Evaluation Approaches For Training And Development
  - Interactive Elements Evaluation Approaches For Training And Development
- 8. Staying Engaged with Evaluation Approaches For Training And Development
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Evaluation Approaches For Training And Development
- 9. Balancing eBooks and Physical Books Evaluation Approaches For Training And Development
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Evaluation Approaches For Training And Development
- 10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
- 11. Cultivating a Reading Routine Evaluation Approaches For Training And Development
  - Setting Reading Goals Evaluation Approaches For Training And Development
  - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Evaluation Approaches For Training And Development



- Fact-Checking eBook Content of Evaluation Approaches For Training And Development
- Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
- 14. Embracing eBook Trends
  - Integration of Multimedia Elements
  - Interactive and Gamified eBooks

### **Evaluation Approaches For Training And Development Introduction**

In the digital age, access to information has become easier than ever before. The ability to download Evaluation Approaches For Training And Development has revolutionized the way we consume written content. Whether you are a student looking for course material, an avid reader searching for your next favorite book, or a professional seeking research papers, the option to download Evaluation Approaches For Training And Development has opened up a world of possibilities. Downloading Evaluation Approaches For Training And Development provides numerous advantages over physical copies of books and documents. Firstly, it is incredibly convenient. Gone are the days of carrying around heavy textbooks or bulky folders filled with papers. With the click of a button, you can gain immediate access to valuable resources on any device. This convenience allows for efficient studying, researching, and reading on the go. Moreover, the cost-effective nature of downloading Evaluation Approaches For Training And Development has democratized knowledge. Traditional books and academic journals can be expensive, making it difficult for individuals with limited financial resources to access information. By offering free PDF downloads, publishers and authors are enabling a wider audience to benefit from their work. This inclusivity promotes equal opportunities for learning and personal growth. There are numerous websites and platforms where individuals can download Evaluation Approaches For Training And Development. These websites range from academic databases offering research papers and journals to online libraries with an expansive collection of books from various genres. Many authors and publishers also upload their work to specific websites, granting readers access to their content without any charge. These platforms not only provide access to existing literature but also serve as an excellent platform for undiscovered authors to share their work with the world. However, it is essential to be cautious while downloading Evaluation Approaches For Training And Development. Some websites may offer pirated or illegally obtained copies of copyrighted material. Engaging in such activities not only violates copyright laws but also undermines the efforts of authors, publishers, and researchers. To ensure ethical downloading, it is advisable to utilize reputable websites that prioritize the

legal distribution of content. When downloading Evaluation Approaches For Training And Development, users should also consider the potential security risks associated with online platforms. Malicious actors may exploit vulnerabilities in unprotected websites to distribute malware or steal personal information. To protect themselves, individuals should ensure their devices have reliable antivirus software installed and validate the legitimacy of the websites they are downloading from. In conclusion, the ability to download Evaluation Approaches For Training And Development has transformed the way we access information. With the convenience, cost-effectiveness, and accessibility it offers, free PDF downloads have become a popular choice for students, researchers, and book lovers worldwide. However, it is crucial to engage in ethical downloading practices and prioritize personal security when utilizing online platforms. By doing so, individuals can make the most of the vast array of free PDF resources available and embark on a journey of continuous learning and intellectual growth.

### FAQs About Evaluation Approaches For Training And Development Books

**What is a Evaluation Approaches For Training And Development PDF?** A PDF (Portable Document Format) is a file format developed by Adobe that preserves the layout and formatting of a document, regardless of the software, hardware, or operating system used to view or print it. **How do I create a Evaluation Approaches For Training And Development PDF?** There are several ways to create a PDF: Use software like Adobe Acrobat, Microsoft Word, or Google Docs, which often have built-in PDF creation tools. Print to PDF: Many applications and operating systems have a "Print to PDF" option that allows you to save a document as a PDF file instead of printing it on paper. Online converters: There are various online tools that can convert different file types to PDF. **How do I edit a Evaluation Approaches For Training And Development PDF?** Editing a PDF can be done with software like Adobe Acrobat, which allows direct editing of text, images, and other elements within the PDF. Some free tools, like PDFescape or Smallpdf, also offer basic editing capabilities. **How do I convert a Evaluation Approaches For Training And Development PDF to another file format?** There are multiple ways to convert a PDF to another format: Use online converters like Smallpdf, Zamzar, or Adobe Acrobats export feature to convert PDFs to formats like Word, Excel, JPEG, etc. Software like Adobe Acrobat, Microsoft Word, or other PDF editors may have options to export or save PDFs in different formats. **How do I password-protect a Evaluation Approaches For Training And Development PDF?** Most PDF editing software allows you to add password protection. In Adobe Acrobat, for instance, you can go to "File" -> "Properties" -> "Security" to set a password to restrict access or editing capabilities. Are there any free alternatives to Adobe Acrobat for working with PDFs? Yes, there are many free alternatives for working with PDFs, such as: LibreOffice: Offers PDF editing features. PDFsam: Allows splitting, merging, and editing PDFs. Foxit Reader: Provides basic PDF viewing and editing capabilities. How do I compress a PDF file? You can use online tools like Smallpdf,

ILovePDF, or desktop software like Adobe Acrobat to compress PDF files without significant quality loss. Compression reduces the file size, making it easier to share and download. Can I fill out forms in a PDF file? Yes, most PDF viewers/editors like Adobe Acrobat, Preview (on Mac), or various online tools allow you to fill out forms in PDF files by selecting text fields and entering information. Are there any restrictions when working with PDFs? Some PDFs might have restrictions set by their creator, such as password protection, editing restrictions, or print restrictions. Breaking these restrictions might require specific software or tools, which may or may not be legal depending on the circumstances and local laws.

### **Find Evaluation Approaches For Training And Development :**

~~great western lines and landscapes~~

**great land rush and the making of the modern world 1650-1900**

**great impersonation**

~~great exotic novels and short stories of somerset maugham~~

**great thinkers on plato**

great trials in american history civil war to the present

**great thoughts of china 3000 years of wisdom that shaped a civilization**

*great war syndicate*

*great western steam in action 4*

**great lady tony**

*great guitar lessons - blues and country fingerpicking*

great classical themes

great fire of 1901

great maze deadlands only

great christians

### **Evaluation Approaches For Training And Development :**

Acuson 128XP Ultrasound System - Service manual. ... The purpose of this manual is to familiarize service personnel with the system's basic operation for maintenance and troubleshooting. Service personnel are ... Service Manual This manual should be used only when servicing the Acuson Aspen ultrasound system. For service information about the Acuson. Model 128 use service manual pin ... Support & Documentation - Siemens Healthineers USA Access online services and customer resources,

find education and training, technical documentation, and learn about our eCommerce solutions. Siemens SONOLINE G50 Service Manual View and Download Siemens SONOLINE G50 service manual online. Ultrasound Systems. SONOLINE G50 medical equipment pdf manual download. Siemens Acuson Aspen Service Manual | PDF Ultrasound · Ultrasound Systems · Siemens - Acuson Aspen · Documents; Service Manual. Siemens Acuson Aspen Service Manual. Loading Document... Siemens - Acuson ... Siemens SONOLINE Antares Service Manual ZH May 20, 2020 — Siemens SONOLINE Antares Service Manual ZH ; Addeddate: 2020-05-20 06:06:29 ; Classification: Medical Imaging;Ultrasound;Siemens Ultrasound; ... Siemens ACUSON Freestyle User Manual View and Download Siemens ACUSON Freestyle user manual online. Diagnostic Ultrasound System. ACUSON Freestyle medical equipment pdf manual download. ACUSON P300™ Ultrasound System the Siemens service team for peace of mind. Complete patient care solution ... Advanced measurements and reporting can be found in the operations manual. B ... Siemens x300 Service Manual | PDF SIEMENS X300 SERVICE MANUAL · 1. Reinstall/reload SW. If message still appears, then. 2. Measure testpoints for missing 12V. · I've the test point values below. Service Manual Inquiry - Siemens Acuson X300 Jan 16, 2019 — Hello good morning everyone. Can anyone share me a service manual for Acuson X300 ultrasound machine? I will be using this for unit ... Northstar Reading and Writing 5 Student Book with ... Amazon.com: Northstar Reading and Writing 5 Student Book with Interactive Student Book Access Code and Myenglishlab: 9780134662060: COHEN, ROBERT, Miller, ... Northstar Reading and Writing Level 5 NorthStar Reading and Writing 4e Level 5 (Student Book, Online Practice) ... NorthStar is an intensive, American English, integrated skills course. It ... NorthStar Reading and Writing (5th Edition) It engages students through authentic and compelling content. It is designed to prepare students for the demands of college level and university study. There ... NorthStar Reading and Writing 5 MyLab English, ... Amazon.com: NorthStar Reading and Writing 5 MyLab English, International Edition (4th Edition): 9780134078359: Cohen, Robert, Miller, Judith: Books. NorthStar Reading and Writing 5 Student Book with ... The new and improved Reading & Writing strand now offers an Interactive Student Book powered by MyEnglishLab. The Interactive Student Book. Northstar Reading and Writing 5 Student Book with ... Title: Northstar Reading and Writing 5 Student Book... Publisher: Pearson Education ESL (edition 4). Publication Date: 2017. Binding: Paperback. Northstar Reading and Writing 5 Student Book with ... Northstar Reading and Writing 5 Student Book with Interactive Student Book Access Code and Myenglishlab (Paperback, Used, 9780134662060, 0134662067). NorthStar Reading and Writing 5 with MyEnglishLab (4th ... NorthStar Reading and Writing 5 with MyEnglishLab (4th Edition) Paperback - 2014 ; ISBN 13: 9780133382242 ; ISBN 10: 0133382249 ; Quantity Available: 1 ; Seller. NorthStar Reading and Writing 5 Student Book ... NorthStar Reading and Writing 5 Student Book with Interactive Student Book Access Code and MyEnglishLab. Item Height. 0.6in. Author. Robert Cohen, Judith Miller. NorthStar Reading and Writing 5 with Interactive access ... This 4th edition published in 2017 book is a real used textbook sold by our USA-based family-run business, and so we can assure you that is not a cheap knock ... English

Translation Of Pobre Ana Bailo Tango.pdf View English Translation Of Pobre Ana Bailo Tango.pdf from A EN MISC at Beckman Jr Sr High School. English Translation Of Pobre Ana Bailo Tango Yeah, ... Pobre Ana (Poor Anna) with English Translation! - Chapter 5 Read Chapter 5 from the story Pobre Ana (Poor Anna) with English Translation! by Wolfe225 (That One Girl) with 89610 reads.- Patricia, your bedroom is dirty ... Pobre Ana (Poor Anna) with English Translation! - Chapter 1 Read Chapter 1: from the story Pobre Ana (Poor Anna) with English Translation! by Wolfe225 (That One Girl) with 132691 reads.want this book to be updated? Pobre Ana Balio Tango Summaries Flashcards Poor Ana. Then, Ana went to Mexico with her school. She learned to appreciate her life there. Tap the card to flip. Pobre Ana. Bailó tango | Spanish to English Translation Pobre Ana. Bailó tango toda la noche y ahora le duelen las piernas.Poor Ana. She danced the tango the whole night and now her legs hurt. Pobre Ana bailo tango (Nivel 1 - Libro E) (Spanish Edition) Ana of the first novel in the series, Pobre Ana, is featured in this one too. Now 16, Ana goes to Buenos Aires, where she fulfills her dream to learn to ... Pobre Ana bailo tango Simpli-Guide A must for the teachers using Pobre Ana bailó tango in class!This Simpli-Guide is simply a guide to using the book in your classes. Pobre Ana bailó tango Book on CD - Blaine Ray Ana, the main character in this story, is the same one from Pobre Ana. In this story the school gives her the opportunity to travel again, this time to Buenos ... Copy of Pobre Ana Bailo Tango Capítulos 3 y 4 Pobre Ana Bailó Tango Capítulos 3 y 4 Cognates:As you read, make a list of at least 10 words that mean the same and look / sound-alike in English and ... Pobre Ana bailo tango (Book on CD) (Spanish Edition) Ana of the first novel in the series, Pobre Ana, is featured in this one too. Now 16, Ana goes to Buenos Aires, where she fulfills her dream to learn to dance ...