

# HRD Perspectives on Developmental Relationships

**Connecting and Relating at Work**

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## **Details**

Developmental relationships constitute interdependent, generative connections that promote growth and learning among individuals. While studies reporting the impact of developmental relationships on learning, performance, and career development leaves no doubt about its relevance to the human resource development (HRD) field, we lack an in-depth understanding of how developmental relationships apply to the myriad of topics relevant to contemporary HRD research and practice such as social justice, diversity and equity, leadership development, career transitions, knowledge sharing, organization development, employee engagement, organizational learning culture, globalization, national HRD, and technology at work.

This book presents a comprehensive collection of evidence-based studies and conceptual articles that explore how developmental relationships that are cultivated within and outside of the workplace apply to those clusters of topics in HRD. Organized around six themes, the chapters examine topics such as knowledge management, critical perspectives on gender, diversity, and equity, building a learning organization, talent development, and emotional closeness in the context of virtual workplaces. In doing so, the book highlights how research on developmental relationships can be the underlying thread connecting the otherwise disconnected varied topical foci of HRD research and practice, thus broadening our understanding of the relevance of developmental relationships within the HRD field.

This volume advances HRD scholarship and will appeal to researchers interested in exploring the nature and benefits of developmental relationships including mentoring and coaching.

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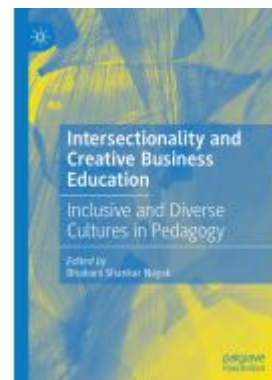
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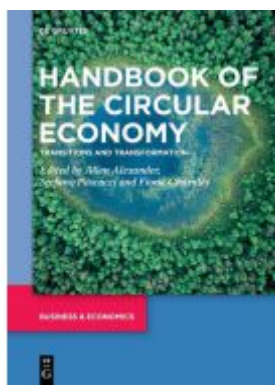
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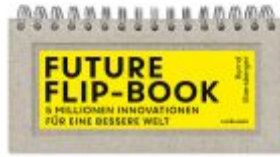
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