Managing Performance Through Training And Development

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The Wisdom of Teams - Jon R. Katzenbach 2015-09-22
The definitive classic on high-performance teams The Wisdom of Teams is the definitive work on how to create high-performance teams in any organization. Having sold nearly a half million copies and been translated into more than fifteen languages, the authors' clarion call that teams should be the basic unit of organization for most businesses has permanently shaped the way companies reach the highest levels of performance. Using engaging case studies and testimonials from both successful and failed teams—ranging from Fortune 500 companies to the U.S. Army to high school sports—the authors explain the dynamics of teams both in great detail and with a broad view. Their conclusions and prescriptions span the familiar to the counterintuitive: • Commitment to performance goals and common purpose is more important to team success than team building. • Opportunities for teams exist in all parts of the organization. • Real teams are the most successful spearheads of change at all levels. • Working in teams naturally integrates performance and learning. • Team "endings" can be as important to manage as team "beginnings." Wisdom lies in recognizing a team's unique potential to deliver results and in understanding its many benefits—development of individual members, team accomplishments, and stronger companywide performance. Katzenbach and Smith's comprehensive classic is the

essential guide to unlocking the potential of teams in your organization.
Interviewing and Change Strategies for Helpers - Sherry Cormier 2016-03-10
Fully updated and streamlined to be used more easily within the parameters of several quarters or a semester, INTERVIEWING AND CHANGE STRATEGIES FOR HELPERS, Eighth Edition offers readers an introduction to the knowledge, skills, values, and tools needed by today's professional helpers. The book's conceptual foundation reflects four critical areas for helpers: core skills and attributes, effectiveness and evidence-based practice, diversity issues, and critical commitments and ethical practice, using an interdisciplinary approach that reflects the authors' extensive experience in the fields of counseling, psychology, social work, and health and human services. The text skillfully combines evidence-based interviewing skills and evidence-based intervention change strategies, thus preparing readers to work with clients representing a wide range of ages, cultural backgrounds, and challenges in living. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.
Managing Training and Development - Melissa Du Plessis 2020-06-11
The eighth edition of Managing Training and Development focuses on the training and development of people from a human resource management

perspective.The book is written for undergraduate students of Human Resource Management; Human Resource Development; Industrial Psychology; Management and Business Management at universities, universities of technology as well as industry training providers.

The Routledge International Handbook of Social Work Supervision - Kieran O'Donoghue 2021-06-29
This handbook provides a comprehensive overview of social work supervision internationally and presents an analytical review of social work supervision theory, practice, and research. Presented in seven parts: International perspectives Supervision settings Roles, responsibilities, and relationships Models and approaches The interactional process Leading and managing supervision Emerging areas The book examines how supervision contributes to the well-being, development, and practice of social workers. It also sets the agenda for the future development of social work supervision internationally. Social work supervision is examined across countries, practice settings, and in terms of participants' roles, relationships, and responsibilities. Contributors show how and why social work supervision is integral to social work and the rich diversity of ways supervision can be practiced. Bringing together an international team of social work supervision scholars, researchers, supervisors, and practitioners, this handbook is essential reading for social workers, supervisors, managers, policy advisors, and professional leaders.

Managing the Mobile Workforce: Leading, Building, and Sustaining Virtual Teams - David Clemons 2010-11-12
Tools and strategies for hiring, training, supporting, and motivating the fast-growing modern mobile workforce, which in 2011 will surpass 1 billion worldwide Clemons, a leading training solutions innovator, outlines the eight essentials for creating and sustaining a passionate and productive mobile work force Includes sections on choosing the right technologies to enable and empower mobile workers

Introduction to Business - Lawrence J. Gitman 2018
Introduction to Business covers the scope and sequence of most introductory business courses. The book provides detailed explanations in the context of core themes such as customer satisfaction, ethics, entrepreneurship, global business, and managing change. Introduction to Business includes hundreds of current business examples from a range of industries and geographic locations, which feature a variety of individuals. The outcome is a balanced approach to the theory and application of business concepts, with attention to the knowledge and skills necessary for student success in this course and beyond.

The Wiley Blackwell Handbook of the Psychology of Training, Development, and Performance Improvement - Kurt Kraiger 2020-06-02

Technology-Based Training - M Labinger 2014-06-28
Technology-Based Training provides information pertinent to the importance and influence of technology in the field of training. This book emphasizes the commercial and industrial setting at the expense of public and state-provided educational system. Organized into two parts encompassing eight chapters, this book begins with an overview of off-the-shelf courseware and looks at the relationship between industry and its marketplace. This text then discusses the major advances in technology-based training and provides a balanced analysis of the development in technology-based training. Other chapters consider that the best way to assess the potential of computer-based training is to develop some courses, utilize them in the field, and evaluate their effectiveness. This book discusses as well the project management aspects of running a courseware development program. The final chapter deals with the surface activity in the dissemination of information regarding what to use, how to use it, and what to use it for. This book is a valuable resource for trainers and managers.

Managing Performance Through Training and Development - Alan M. Saks 2018-10-15

Employee Training & Development - Raymond Noe 2014-08-19

Kirkpatrick's Four Levels of Training Evaluation - James D. Kirkpatrick

2016-10-01

The Future of Leadership Development - Susan E. Murphy 2003
First Published in 2003. Routledge is an imprint of Taylor & Francis, an informa company.

Management 3.0 - Jurgen Appelo 2011
In many organizations, management is the biggest obstacle to successful Agile development. Unfortunately, reliable guidance on Agile management has been scarce indeed. Now, leading Agile manager Jurgen Appelo fills that gap, introducing a realistic approach to leading, managing, and growing your Agile team or organization. Writing for current managers and developers moving into management, Appelo shares insights that are grounded in modern complex systems theory, reflecting the intense complexity of modern software development. Appelo's Management 3.0 model recognizes that today's organizations are living, networked systems; and that management is primarily about people and relationships. Management 3.0 doesn't offer mere checklists or prescriptions to follow slavishly; rather, it deepens your understanding of how organizations and Agile teams work and gives you tools to solve your own problems. Drawing on his extensive experience as an Agile manager, the author identifies the most important practices of Agile management and helps you improve each of them. Coverage includes • Getting beyond "Management 1.0" control and "Management 2.0" fads • Understanding how complexity affects your organization • Keeping your people active, creative, innovative, and motivated • Giving teams the care and authority they need to grow on their own • Defining boundaries so teams can succeed in alignment with business goals • Sowing the seeds for a culture of software craftsmanship • Crafting an organizational network that promotes success • Implementing continuous improvement that actually works Thoroughly pragmatic–and never trendy–Jurgen Appelo's Management 3.0 helps you bring greater agility to any software organization, team, or project.

Managing Technological Change - Carol Joyce Haddad 2002-05-24
This book examines how new workplace technology can improve performance - and how it can have the opposite effect when it is not properly planned and introduced with the participation of key stakeholders. It provides an overview and explanation of the steps involved in technology planning, acquisition, development, implementation, and assessment.

Human Resource Information Systems - Michael J. Kavanagh 2017-07-07
Human Resource Information Systems: Basics, Applications, and Future Directions is a one-of-a-kind book that provides a thorough introduction to the field of Human Resource Information Systems (HRIS) and shows how organizations today can leverage HRIS to make better people decisions and manage talent more effectively. Unlike other texts that overwhelm students with technical information and jargon, this revised Fourth Edition offers a balanced approach in dealing with HR issues and IT/IS issues by drawing from experts in both areas. It includes the latest research and developments in the areas of information security, privacy, cloud computing, social media, and HR analytics. Numerous examples, best practices, discussion questions, and case studies, make this book the most student-friendly and current text on the market.

A Guide to the Project Management Body of Knowledge (PMBOK® Guide) – Seventh Edition and The Standard for Project Management (BRAZILIAN PORTUGUESE) - Project Management Institute Project Management Institute 2021-08-01
PMBOK&® Guide is the go-to resource for project management practitioners. The project management profession has significantly evolved due to emerging technology, new approaches and rapid market changes. Reflecting this evolution, The Standard for Project Management enumerates 12 principles of project management and the PMBOK&® Guide &– Seventh Edition is structured around eight project performance domains.This edition is designed to address practitioners' current and future needs and to help them be more proactive, innovative and nimble in enabling desired project outcomes.This edition of the PMBOK&® Guide:•Reflects the full range of development approaches (predictive, adaptive, hybrid, etc.);•Provides an entire section devoted to tailoring

the development approach and processes;•Includes an expanded list of models, methods, and artifacts;•Focuses on not just delivering project outputs but also enabling outcomes; and• Integrates with PMIstandards+™ for information and standards application content based on project type, development approach, and industry sector.

Graph Algorithms - Mark Needham 2019-05-16
Discover how graph algorithms can help you leverage the relationships within your data to develop more intelligent solutions and enhance your machine learning models. You'll learn how graph analytics are uniquely suited to unfold complex structures and reveal difficult-to-find patterns lurking in your data. Whether you are trying to build dynamic network models or forecast real-world behavior, this book illustrates how graph algorithms deliver value—from finding vulnerabilities and bottlenecks to detecting communities and improving machine learning predictions. This practical book walks you through hands-on examples of how to use graph algorithms in Apache Spark and Neo4j—two of the most common choices for graph analytics. Also included: sample code and tips for over 20 practical graph algorithms that cover optimal pathfinding, importance through centrality, and community detection. Learn how graph analytics vary from conventional statistical analysis Understand how classic graph algorithms work, and how they are applied Get guidance on which algorithms to use for different types of questions Explore algorithm examples with working code and sample datasets from Spark and Neo4j See how connected feature extraction can increase machine learning accuracy and precision Walk through creating an ML workflow for link prediction combining Neo4j and Spark

Recruitment and Selection in Canada - Rick D. Hackett 2012-05
The Nelson Series in Human Resources Management is the best source in Canada for reliable, valid, and current knowledge about practices in HRM. Recruitment and Selection in Canada, Fifth Edition, is designed to meet the needs of both students and practitioners working in human resources or personnel psychology. It provides an up-to-date review of the current issues and methodologies that are used in recruiting and selecting employees for Canadian organizations.

Managing Performance Through Training and Development - Alan Michael Saks 2010
The science and practice of training and development is continually advancing. This 5th edition of Managing Performance Through Training and Development reflects many of these advances, such as the increasing use of technology, blended approaches to training delivery, training-on-demand and just-in-time learning, new models of training evaluation, and techniques to improve transfer of training. This text maintains a perfect balance between theory and research and practice and application, while providing relevant examples (many of them Canadian), to illustrate the texts concepts and principles.

Managing Performance Through Training & Development - Alan Michael Saks 2000

Managing Projects in Human Resources Training and Development - Vivien Martin 2006-01-03
Managing projects in HR, Training and Development is an essential handbook for both operational staff and senior human resource managers and covers all aspects of project management. The book examines how to carry out an effective project intended to make an improvement in a context where human resources, training and development are central concerns. This includes workplaces, universities, colleges, training and development organizations. The book introduces a framework of techniques and processes that provide practical tools and approaches and there are numerous examples that demonstrate how these tools can be used and applied to achieve change and improvement. Each chapter discusses an aspect of project management and includes examples drawn from human resource, training and development settings. Techniques are introduced and applied to examples and there are 'pauses for thought' to encourage the reader to think ideas through. The book also puts an emphasis on structured learning from experience and critical reflection. This practical and thoughtful approach provides an ideal guide for anyone who takes responsibility for leading, managing, supervising or contributing to a

project in this area of work.

HBR Guide to Performance Management (HBR Guide Series) - Harvard Business Review 2017-06-20
Are your employees meeting their goals? Is their work improving over time? Understanding where your employees are succeeding—and falling short—is a pivotal part of ensuring you have the right talent to meet organizational objectives. In order to work with your people and effectively monitor their progress, you need a system in place. The HBR Guide to Performance Management provides a new multi-step, cyclical process to help you keep track of your employees' work, identify where they need to improve, and ensure they're growing with the organization. You'll learn to: Set clear employee goals that align with company objectives Monitor progress and check in regularly Close performance gaps Understand when to use performance analytics Create opportunities for growth, tailored to the individual Overcome and avoid burnout on your team Arm yourself with the advice you need to succeed on the job, with the most trusted brand in business. Packed with how-to essentials from leading experts, the HBR Guides provide smart answers to your most pressing work challenges.

Performance Management For Dummies - Herman Aguinis 2019-05-07
Implement best-in-class performance management systems Performance Management For Dummies is the definitive guide to infuse performance management with your organization's strategic goals and priorities. It provides the nuts and bolts of how to define and measure performance in terms of what employees do (i.e., behaviors) and the outcome of what they do (i.e., results) — both for individual employees as well as teams. Inside, you'll find a new multi-step, cyclical process to help you keep track of your employees' work, identify where they need to improve and how, and ensure they're growing with the organization—and helping the organization succeed. Plus, it'll show managers to C-Suites how to use performance management not just as an evaluation tool but, just as importantly, to help employees grow and improve on an ongoing basis so they are capable and motivated to support the organization's strategic

objectives. Understand if your performance management system is working Make fixes where needed Get performance evaluation forms, interview protocols, and scripts for feedback meetings Grasp why people make some businesses more successful than others Make performance management a useful rather than painful management tool Get ready to define performance, measure it, help employees improve it, and align employee performance with the strategic goals and priorities of your organization.

Job and Work Analysis - Michael T. Brannick 2007-02-15
Thoroughly updated and revised, this Second Edition is the only book currently on the market to present the most important and commonly used methods in human resource management in such detail. The authors clearly outline how organizations can create programs to improve hiring and training, make jobs safer, provide a satisfying work environment, and help employees to work smarter. Throughout, they provide practical tips on how to conduct a job analysis, often offering anecdotes from their own experiences.

Leading & Managing Continuing Professional Development - Sara Bubb 2007-09-25
Praise for the first edition: 'Peter Earley and Sara Bubb bring together, in a very accessible way, theoretical and practical aspects of CPD and suggest how leadership and management can be applied in this vital area of staff development. This book will help co-ordinators and school leaders to develop their most important resource - the people who work with the children' - Richard Stainton, Education Journal 'The most obvious target user for the book is the (not rare) person suddenly hoist with the staff development responsibility petard: but, thoughtfully used, most staffrooms will include several people who could benefit from thinking about its contents and putting some of the ideas into practice' - British Journal Educational Technology 'This book is a welcome and practical guide to the wealth of publications on Continuing Professional Development... [M]akes an excellent contribution to the current and widening debate on the nature of Continuing Professional Development. For School Leadership Teams it is an essential resource and reference

for the managing of professional development and learning. It also serves as an excellent practical guide, and CPD coordinators reading this book will find themselves questioning and as a result developing their own practice. The book is written in accessible language using believable case studies to illustrate the wealth of research that has been carried out. The deeply embedded notion among some teachers that professional development consists of the one day course is challenged, and the reader is left in no doubt as to the range of opportunities that exist and need for them to be harnessed in order to ensure school improvement. The book is will surely act as a catalyst for the review and development of CPD in schools' - Stephen Merrill, Edge Hill College of Higher Education, British Journal In-Service Education 'A practical guide to all aspects of professional development which ought to be in the possession of every professional development coordinator in every primary and secondary school in the land - and their colleagues in leadership teams' - Tim Brighouse, TES Friday Magazine This new edition of a best-selling book provides an up to date overview of Continuing Professional Development (CPD), combined with a guide to best practice. Changes include: - expanded sections on the professional development of support staff and the wider school workforce (particularly important in the light of workforce remodelling) and the evaluation of CPD - more on making sure that professional development has an impact, and provides good value for money - the common core of skills and knowledge for the children's workforce, the new standards for qualified teacher status, induction, threshold, excellent teachers and advanced skills teachers as well as those for higher level teaching assistants. Drawing on the latest research, the contents include: - a clear explanation of CPD and latest developments; - practical tips on how to lead and manage CPD for a range of staff in schools - identifying training needs, designing and implementing programmes and evaluating their impact; - detailed guidance on CPD for staff at different stages of their careers. Written in a clear readable style it covers the latest standards and offers examples of current good practice. It is an essential professional reference for all those responsible for leading and managing professional learning in schools (headteachers, deputies, CPD and staff development coordinators) and Local Authorities (LAs). It will also prove invaluable to training providers and universities.

Developing Leadership Talent - David Berke 2015-08-10
Based on the popular Developing Leadership Talent program offered by the acclaimed Center for Creative Leadership, this important resource offers a nuts-and-bolts framework for putting in place a leadership development system that will attract and retain the best and brightest talent. Step by step, the authors explain how alignment with strategic goals and organizational purpose and effective developmental experiences are the backbone of a successful leadership program. An authoritative and useful book, Developing Leadership Talent is an essential tool for any leadership program.

Performance Management - Herman Aguinis 2012-02-27
This is the eBook of the printed book and may not include any media, website access codes, or print supplements that may come packaged with the bound book. Discover where the real success in business can be found. What makes some businesses more successful than others? The answer: people. Organizations with motivated, talented employees that offer outstanding customer service are more likely to pull ahead of the competition. Performance Management is the first text to emphasize this key competitive advantage, showing readers that success in today's globalized business world can be found, not in technology and products, but in an organization's people. The third edition includes updated and current information, and features over forty new cases.

Creating, Implementing, and Managing Effective Training and Development - Kurt Kraiger 2013-08-12
Put the most advanced training practices available today to work for your organization. In this guidebook, a number of researchers and practitioners combine the often unshared breakthroughs from a number of training disciplines into a single set of principles and guidelines that you can use to implement and maintain a state-of-the-art training program. Learn the best practices and most current developments in strategic planning and needs assessment, training design and media

selection, training delivery, transfer of training and training evaluation, long-term maintenance of leading programs within organizations, and more!

Radical Candor - Kim Malone Scott 2017-03-28
Radical Candor is the sweet spot between managers who are obnoxiously aggressive on the one side and ruinously empathetic on the other. It is about providing guidance, which involves a mix of praise as well as criticism, delivered to produce better results and help employees develop their skills and boundaries of success. Great bosses have a strong relationship with their employees, and Kim Scott Malone has identified three simple principles for building better relationships with your employees: make it personal, get stuff done, and understand why it matters. Radical Candor offers a guide to those bewildered or exhausted by management, written for bosses and those who manage bosses. Drawing on years of first-hand experience, and distilled clearly to give actionable lessons to the reader, Radical Candor shows how to be successful while retaining your integrity and humanity. Radical Candor is the perfect handbook for those who are looking to find meaning in their job and create an environment where people both love their work, their colleagues and are motivated to strive to ever greater success.
Research, Measurement, and Evaluation of Human Resources - Alan Michael Saks 1999

Organizational Behaviour - Gary Johns 2020
"Welcome to the eleventh edition of Organizational Behaviour: Understanding and Managing Life at Work! This edition marks the 33rd anniversary of the text, which has been rigorously updated over the years to present students with the latest knowledge and research on both the science and practice of organizational behaviour. First published in 1983, Organizational Behaviour is the longest-running, continuously published, and regularly revised organizational behaviour textbook authored in Canada."-
The Rust Programming Language (Covers Rust 2018) - Steve Klabnik 2019-09-03

The official book on the Rust programming language, written by the Rust development team at the Mozilla Foundation, fully updated for Rust 2018. The Rust Programming Language is the official book on Rust: an open source systems programming language that helps you write faster, more reliable software. Rust offers control over low-level details (such as memory usage) in combination with high-level ergonomics, eliminating the hassle traditionally associated with low-level languages. The authors of The Rust Programming Language, members of the Rust Core Team, share their knowledge and experience to show you how to take full advantage of Rust's features--from installation to creating robust and scalable programs. You'll begin with basics like creating functions, choosing data types, and binding variables and then move on to more advanced concepts, such as: • Ownership and borrowing, lifetimes, and traits • Using Rust's memory safety guarantees to build fast, safe programs • Testing, error handling, and effective refactoring • Generics, smart pointers, multithreading, trait objects, and advanced pattern matching • Using Cargo, Rust's built-in package manager, to build, test, and document your code and manage dependencies • How best to use Rust's advanced compiler with compiler-led programming techniques You'll find plenty of code examples throughout the book, as well as three chapters dedicated to building complete projects to test your learning: a number guessing game, a Rust implementation of a command line tool, and a multithreaded server. New to this edition: An extended section on Rust macros, an expanded chapter on modules, and appendixes on Rust development tools and editions.
Managing for Performance - Pam Jones 2007
Getting your team to perform to the highest possible level is at the core of how well every manager does and is also one of the toughest tasks they have to face. Managers all over the world are struggling to set clear goals and direction for their teams because of a rise in factors including team diversity, different motivations and expectations of team members and an increase in short term project teams. Managing for Performance offers the solution to these problems by explaining the key to successful performance management is the ability to develop a flexible approach

and have a range of different tools and techniques to apply in different situations. It provides information on these tools and techniques, and offers self-coaching to develop the self-understanding that is critical to a anybody tasked with managing people. This definitive guide will provide managers with all the support and advice they need to be able to appraise and enhance both their own and their team's performance, and successfully tackle the issues affecting performance to achieve optimum results.

Experiential Approach to Organization Development - Donald R. Brown 2013-08-27
For courses in Organisation Development, Organisational Behavior and Organisational Change. A conceptual and experiential approach to understanding organisational development. With a focus on the development of students' interpersonal skills,Experiential Approach to Organization Development provides a comprehensive, realistic, innovative, and practical introduction to the field. The 8th edition presents new and revised information to help keep course material fresh and relevant. The full text downloaded to your computer With eBooks you can: search for key concepts, words and phrases make highlights and notes as you study share your notes with friends eBooks are downloaded to your computer and accessible either offline through the Bookshelf (available as a free download), available online and also via the iPad and Android apps. Upon purchase, you'll gain instant access to this eBook. Time limit The eBooks products do not have an expiry date. You will continue to access your digital ebook products whilst you have your Bookshelf installed.

50 Case Studies for Management & Supervisory Training - Alan B. Clardy 1994
Managers and supervisors will sharpen their analytical and decision-making skills with this new collection of fully reproducible case studies. Based on actual, real-life situations, these exercises prepare supervisors and team leaders for the challenging problems they face in today's complex workplace. Each case study includes: Summary of the case; Discussion questions which evoke thought and analysis; Suggested

solutions to the problems presented. Training Objectives: Improve participant's listening skills; Empower employees to negotiate; solutions fairly; Provide opportunities for participants to practice new skills in a supportive environment; Illustrate the skills needed to respond productively to complex issues. Activities Cover: Performance appraisal; Managing effectively; Sexual harassment/discrimination; Managing disruptive employees; Coaching/counseling employees; Hiring the right person

Psychology for Musicians - Andreas C. Lehmann 2007-02-08
What is it that accounts for the differences between musical beginners, advanced music makers, and world class performers? Virtually everyone likes music and has the capacity to be musical in some way (despite what some may say about themselves). Yet far fewer people come to be so involved with it that they identify themselves as musicians, and fewer still become musicians of international class. Psychology for Musicians provides the basis for answering this question. Examining the processes that underlie the acquisition of musical skills, Lehmann, Sloboda, and Woody provide a concise, accessible, and up-to-date introduction to psychological research for musicians.

The 4 Disciplines of Execution - Chris McChesney 2016-04-12
BUSINESS STRATEGY. "The 4 Disciplines of Execution "offers the what but also how effective execution is achieved. They share numerous examples of companies that have done just that, not once, but over and over again. This is a book that every leader should read! (Clayton Christensen, Professor, Harvard Business School, and author of "The Innovator s Dilemma)." Do you remember the last major initiative you watched die in your organization? Did it go down with a loud crash? Or was it slowly and quietly suffocated by other competing priorities? By the time it finally disappeared, it s likely no one even noticed. What happened? The whirlwind of urgent activity required to keep things running day-to-day devoured all the time and energy you needed to invest in executing your strategy for tomorrow. "The 4 Disciplines of Execution" can change all that forever.
Strategic Human Resource Planning - Monica Belcourt 2007

Beyond Performance 2.0 - Scott Keller 2019-07-03
Double your odds of leading successful, sustainable change Leaders aren't short on access to change management advice, but the jury has long been out as to which approach is the best one to follow. With the publication of Beyond Performance 2.0, the verdict is well and truly in. By applying the approach detailed by authors, Scott Keller and Bill Schaninger, the evidence shows that leaders can more than double their odds of success—from thirty percent to almost eighty. Whereas the first edition of Beyond Performance introduced the authors' "Five Frames of Performance and Health" approach to change management, the fully revised and updated Beyond Performance 2.0 has been transformed into a truly practical "how to" guide for leaders. Every aspect of how to lead change at scale is covered in a step-by-step manner, always accompanied by practical tools and real-life examples. Keller and Schaninger's work is distinguished in many ways, one of which is the rigor behind the recommendations. The underpinning research is the most comprehensive of its kind—based on over 5 million data points drawn from 2,000 companies globally over a 15-year period. This data is overlaid with the authors' combined more than 40 years of experience in helping companies successfully achieve large-scale change. As senior partners in McKinsey & Company, consistently named the world's most prestigious management consulting firm, Keller and Schaninger also draw on the shared experience of their colleagues from offices in over 60 countries with unrivaled access to CEOs and senior teams. Beyond Performance 2.0 also dares to go against the grain—eschewing the notion of copying best practices and instead guiding leaders to make choices specific to their unique context and organization. It does this with meticulously balance of focus on short- and long-term considerations, and on fully addressing the hard technical and oft cultural elements of making change happen. Further, the approach doesn't just focus on delivering change; it builds an organization's muscle to continuously change, making it healthier so that it can act with increased speed and agility to stay perpetually ahead of its competition. Leaders looking for a proven approach to leading large-scale change from a trusted source have found what they are looking for in Beyond Performance 2.0.

Managing Performance Improvement Projects - Jim Fuller 1997-05-07
Lead work projects from beginning to end . . . and make humanperformance technology happen! Copublished with the International Society for PerformanceImprovement (ISPI) Project teams are growing rapidly as performance improvementsolutions become more complex. Project management methods arebecoming necessary to successfully coordinate these large teams.Develop the skills you need to effectively manage your budget,time, and the quality of work on human performance technologyprojects. All the essential aspects of project development areaddressed, and the process is broken down into three main areas:preparing, planning, and implementing. You'll develop the skills to: * Define projects * Accelerate project development * Obtain sponsorship * Act as a consultant * Plan infrastructures * Create work breakdown structures * Identify depAndency relationships * Manage resources and optimize the plans * Analyze risks and plan for contingencies * Estimate schedules . . . and more! Learn what needs to be done after you finish a project to ensuresuccess. Don't just squeak by with mediocre management. Mediocremanagement can stifle the development of great ideas. Ideas willget projects started. But you won't achieve superior resultswithout effective management. Implement Fuller's project management process today and getresults!