

Performance Consulting Performance Consulting

Mark Thomas

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Performance Consulting Dana Gaines Robinson, James C. Robinson, 2008 The first edition of this completely revised and updated edition of a classic in the field of human resources sold over 60 000 copies worldwide and won the Book of the Year award from the Society for Human Resource Management This new edition includes two completely new chapters new examples and techniques and links to free downloads on the authors website www partners in change com Consulting Dana Gaines Robinson, James C. Robinson, 1995 The traditional training process confuses training activity with performance improvement by focusing on employees learning needs rather than on their performance needs Traditional programs focus on developing excellent learning experiences while failing to ensure that the newly acquired skills are transferred to the job Thus to be effective training professionals must become performance consultants shifting their focus from training delivery to the performance of the company and its individual contributors Dana Jim Robinson describe an approach suitable for use in any organizational setting or industry and with any content area Dozens of useful tools illustrative exercises and a case study that threads through the book show how the techniques described are applied in an Performance Consulting William J. Rothwell, 2013-12-16 Performance Consulting If organizational setting organizations are to be successful they must improve individual and organizational performance in order to establish and maintain a high performance workplace develop intellectual capital promote productivity and ultimately enhance profitability Performance Consulting reveals how to distinguish between the signs and symptoms of productivity problems from the underlying root causes and find the most ethical and cost effective solutions to solve those problems The book is written for performance consultants HR professionals and any leader who want to fulfill the role of a performance consultant in order to develop more productive workers and create a globally competitive organization Filled with illustrative examples from giants in the field of human performance technology the book describes the skills needed in order to become an effective performance consultant Step by step the author clearly shows how to uncover and deal with challenges and opportunities to improve human performance of organizations by analyzing their present and envisioning their future The book offers vital information for examining an organization s present conditions that are associated with data collection and analysis methods It also describes how to foresee future conditions of an organization associated with relevant sources in order to determine their future course Performance Consulting includes guidelines for implementing performance improvement solutions which are often identified as performance improvement interventions. The book explains which approaches can offer the solutions that are likely to be most cost effective timely ethical and socially responsible No matter what size your organization or your current job responsibilities Performance Consulting offers the strategies and information needed to become a dynamic performance consultant Performance Consulting Dana Gaines Robinson, James C. Robinson, Jack J. Phillips, Patricia Pulliam Phillips, Dick Handshaw, 2015-06-01 A potent tool and practical resource for everyone who practices in the talent

development and organizational improvement field Chip R Bell author of Inside Your Customer's Imagination NEW EDITION REVISED AND UPDATED In America organizations spend 175 billion in training initiatives and more than 500 billion in human resource solutions every year yet often have little to show for it One reason is that people jump to solutions before they identify the causes of the problem Performance consultants are effective because they partner with clients to clarify business goals and determine root causes for gaps between desired and current results Only then are specific solutions agreed upon and implemented This third edition of the classic book that introduced performance consulting adds a wealth of new material There are new case examples throughout and four new chapters providing detailed steps for measuring results from performance consulting initiatives on five different levels including ROI The book includes a never before published Alignment and Measurement Model allowing you to connect organizational needs and performance consulting initiatives designed to address those needs with the appropriate level of measurement This remains a profoundly practical book featuring tools models and checklists It will enable you to make a difference in your organization that is valued measurable and sustainable This book offers leaders and practitioners the evidence based approach that will drive lasting strategic impact in our organizations It's the most exciting business book of the decade Jean Larkin EdD Vice President Talent Management Tyco **Human Performance Consulting** James S. Pepitone, 2000 This book gives human performance consultants have a comprehensive framework for designing high performance results oriented programs Case studies and examples give a solid foundation for identifying and diagnosing performance problems Step by step instructions supply guidelines for working with existing management to make skillful changes that can improve performance and add to the company s bottom line The Performance Consultant's Fieldbook Judith Hale, 2006-11-10 The Performance Consultant's Fieldbook will help trainers training managers and internal and external consultants working in partnership with clients to identify barriers to performance explore a suite of solutions and work collaboratively to get new procedures technology behaviors and ideas adopted Step by step the book details the techniques you need to conduct performance interventions and offers a customizable collection of worksheets flowcharts planning guides and job aids It provides practical guidance and proven tools to help analyze an organizational environment diagnose performance problems identify barriers to performance select appropriate interventions and measure intervention success Serious Performance Consulting According to Rummler Geary A. Rummler, 2007-03-20 Learn what Geary Rummler means by Serious Performance Consulting SPC as you follow an extensive case study that shows what SPC engagement looks like and what a serious performance consultant does In this examination you ll see how to use SPC to Find a viable critical business issue and establish how a project s success will be evaluated Use a conceptual performance analysis framework to generate hypotheses for gaps in results Establish the difference between is and should performance and the find the cause behind it Specify a solution set that addresses all significant factors that affect the gap in results The idea behind Serious Performance Consulting According to Rummler is as

simple as it is brilliant Take a successful project and let the reader follow the performance consultant through the project Geary Rummler tops it off with a play by play commentary in which he explains the consultant's reasoning and offers the reader the benefit of his experience Klaus Wittkuhn certified performance technologist and management consultant Germany and South Africa No smoke no mirrors no double talk This is much more than a how to book it s a professional development plan for any performance consultant who wants to master the craft John Con former chief learning officer Dell Computer and consultant in organizational learning The Performance Consulting Toolbook Carolyn D. Nilson, 1999 Many of today s top companies have cooled on implementing expensive training programs and are instead opting for more cost effective solutions to employee performance problems The new heroes are performance consultants experts who can find solutions other than training to a wide range of common employee problems Savvy trainers know that the burgeoning new area of performance consulting is where the money and the opportunities are But not all of them have the new perspective needed to break into this high potential field Book jacket High-performance Consulting Skills Mark Thomas, 2003 Annotation The concept of the internal consultant is now gaining considerable ground as managers in support functions seek to redefine their role and effectiveness The emphasis that it places on moving from a colleague to a client perspective within the business can bring major benefits to both adviser and organisation This book provides a practical understanding of the skills required to become a high performance internal consultant whatever your own area of expertise It will help you develop stronger more productive working relationships with internal clients secure greater internal client commitment to initiatives and change projects work effectively in a less formal and hierarchical way on projects and initiatives market your services and build powerful internal networks enhance yoru own worth and value to the organisation Who should read this book All managers working in support functions such as HR audit training personnel and IT as well as areas such as finance and marketing

Human Performance Consulting James S. Pepitone, 2009-11-03 New rules require a new game plan More than 80% of today s workforce comprises knowledge and service based workers rendering obsolete the conventional understanding of organizational performance New work roles require new managerial skills and methods This innovative book shows how new human performance specialists can mold and construct work situations that enhance performance productivity and profits The methods go beyond individual improvement and show how to create and sustain work situations that foster high levels of performance Human Performance Consulting presents a comprehensive framework for designing and implementing highly effective results orientated programs that improve employee performance It gives managers and human performance professionals proven methods for boosting any organization s workforce productivity and operational performance and without huge capital expenditures high profile programs and major upheavals James Pepitone describes the role of the internal performance consultant and explains how these individuals can add financial value to any organization by guiding human performance improvement Case studies and examples give you a solid foundation for identifying and diagnosing

performance problems Step by step instructions supply guidelines for working with existing management to make skillful changes that will improve performance and add measurable value PERFORMANCE CONSULTING DANA GAINES ROBINSON HANDSHAW (JAMES C. ROBINSON, JACK J. PHILLIPS, PATRICIA PULLIAM.),2015 **Moving from Training** to Performance Dana Gaines Robinson, James C. Robinson, 1998 Consultants Dana and James Robinson work with clients to define performance requirements determine performance gaps and training needs and ensure that the work environment will support expected performance Their new book is designed to help organizations move away from focusing on what employees need to learn to a focus on performance to meet key organizational needs Performance Consulting A Complete Guide - 2020 Edition Gerardus Blokdyk, 2020-01-13 Is there a clear Performance consulting case definition Is your basic point or Who should resolve the Performance consulting issues Will new equipment products be required to facilitate Performance consulting delivery for example is new software needed What related to Performance consulting processes does your organization outsource Defining designing creating and implementing a process to solve a challenge or meet an objective is the most valuable role In EVERY group company organization and department Unless you are talking a one time single use project there should be a process Whether that process is managed and implemented by humans AI or a combination of the two it needs to be designed by someone with a complex enough perspective to ask the right questions Someone capable of asking the right questions and step back and say What are we really trying to accomplish here And is there a different way to look at it This Self Assessment empowers people to do just that whether their title is entrepreneur manager consultant Vice President CxO etc they are the people who rule the future They are the person who asks the right questions to make Performance Consulting investments work better This Performance Consulting All Inclusive Self Assessment enables You to be that person All the tools you need to an in depth Performance Consulting Self Assessment Featuring 951 new and updated case based questions organized into seven core areas of process design this Self Assessment will help you identify areas in which Performance Consulting improvements can be made In using the questions you will be better able to diagnose Performance Consulting projects initiatives organizations businesses and processes using accepted diagnostic standards and practices implement evidence based best practice strategies aligned with overall goals integrate recent advances in Performance Consulting and process design strategies into practice according to best practice guidelines Using a Self Assessment tool known as the Performance Consulting Scorecard you will develop a clear picture of which Performance Consulting areas need attention Your purchase includes access details to the Performance Consulting self assessment dashboard download which gives you your dynamically prioritized projects ready tool and shows your organization exactly what to do next You will receive the following contents with New and Updated specific criteria The latest quick edition of the book in PDF The latest complete edition of the book in PDF which criteria correspond to the criteria in The Self Assessment Excel Dashboard Example pre filled Self Assessment Excel Dashboard to get familiar with

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