

# philosophy and practice of organizational learning, performance, and change

JERRY W. GILLEY, PETER DEAN,  
and LAURA BIEREMA

NEW PERSPECTIVES IN ORGANIZATIONAL LEARNING, PERFORMANCE, AND CHANGE



# Philosophy And Practice Of Organizational Learning Performance And Change

**William R. King**



## **Philosophy And Practice Of Organizational Learning Performance And Change:**

**Philosophy And Practice Of Organizational Learning, Performance And Change** Jerry W Gilley,Peter Dean,Laura Bierema,2008-11-06 In this book the authors integrate the three dominant approaches to organizational development learning performance and change to create a dynamic lens through which to analyze any HRD program or initiative

**Analysis for Improving Performance (Volume 2 of 2) (EasyRead Super Large 20pt Edition) , Strategic Human Resource Development** Jim Grieses,2003-02-18 By challenging the reactive prescriptive and formulaic theories of late 20th century change management Strategic Human Resource Development seeks to draw the boundaries for a new discipline that views change as an internal and proactive approach to organizations *ANALYSIS* Richard A. Swanson,Thomas J. Chermack,2024-12-17 With the volatile nature of today s workplaces analysis tools are more valuable than ever this book provides those tools to capture human expertise before it leaves the organization The concepts of analysis may be timeless but recent years have seen massive changes in terms of organizational structures work systems and worker requirements such as remote working and increased employee turnover This book covers the theory and concepts behind performance improvement and then turns to the real world work of performance diagnosis process improvement and task documentation introducing cross functional task analysis which recognizes the changing nature of work as more of today s tasks are extensive and require collaboration across jobs Each chapter can stand alone if organizations need to focus on a particular area and includes examples that reflect contemporary work from job descriptions to task inventories and specific task analyses One of the only texts providing the tools and processes necessary to analyze workplace performance document human expertise and develop training materials this book is intended for managers executives students and any workplace or organization development professional interested in human expertise and how to manage it **Analysis for Improving Performance (Volume 2 of 2) (EasyRead Super Large 24pt Edition) , The Coachable Leader** Peter J. Dean,Molly D. Shepard Msm,2012-02 The Coachable Leader speaks to executives who are serious and willing to reflect upon refine and possibly reconstitute their leadership practices If you want to be one of those people it s imperative that you remain coachable so you can gain insights on how to encourage positive behaviors and avoid executive actions that sabotage mutual success Use this book to seize your opportunity to become an exceptional leader Through its clearly outlined chapters complete with real life business examples and comprehensive graphics you ll learn how to balance the seven fundamentals for effective leadership development collaborative convincement emotional strength integrative ethics provident power interactive influence team forbearance systems discernment With these foundational concepts you ll discover how to initiate a more cooperative and collaborative approach to leadership As you seek to become a coachable leader you ll develop skills techniques and tools to inspire and accomplish tangible bottomline results Achieve a more balanced approach to reaching your goals with The Coachable Leader *The Praeger Handbook of Human Resource Management* Pamela Dixon,Jerry W.

Gilley, Ann Gilley, Scott A. Quatro, 2008-11-30 The two volume Praeger Handbook of Human Resource Management is an indispensable resource for anyone with a question relating to workplace practice or policy Volume One contains information organized by HR task or topic Recruitment and selection employee development performance management compensation and benefits administration and employment law Volume Two covers organizational issues like leadership and HR strategy organizational development change management and general HR issues and workplace policy Written by experts of all stripes including HR professors HR consultants and practicing HR managers this is the one stop preeminent source for all things HR Anyone with personnel duties whether VP for Human Resources or office manager will find actionable answers to all their questions quickly Personnel management is a critical business function Make a mistake in say firing an employee and soon you may find yourself on the phone with a lawyer This handbook will help readers avoid personnel potholes and snares Volume one of this set tells among dozens of other topics how to hire well train employees evaluate and develop workers fire legally set compensation and abide by federal and state employment laws Volume two rises above the trees for a look at the forest leadership development succession planning managing change and conflict creating emergency response plans managing teams forecasting employment trends measuring results and acquiring HR credentials In addition volume two will help companies develop workplace policies on everything from suitable dress to disciplinary procedures to work life balance Entries in each category are short and to the point from 500 to 1 000 words Sprinkled throughout are longer overview theory pieces on subjects like performance management selection training and HR Strategy And the set will contain an extensive bibliography resource section and checklists on topics like hiring safety termination training and more The Best Places to Work for are also the most profitable and the most fun This handbook helps lay the foundation for building a rewarding inspiring and productive workplace where people come to work each day with smiles on their faces Executive Ethics Ronald R. Sims, Scott A. Quatro, 2008-05-01 Foreword by Dennis W Bakke best selling author of Joy at Work Afterword by C William Pollard best selling author of The Soul of the Firm Scott Quatro and Ronald Sims have put together an impressive group of experts that delve into the essential elements of C suite leadership especially ethics driven leadership The book reminds us that the bottom line is more complicated now Profits are only part of the equation The post Sarbanes Oxley era requires more than ethics related compliance It calls for the creation of an ethics driven ethos as well This book begins the dialogue toward such an ethos This timely volume is unified in its collective voice but uniquely diverse in its independent voices as it draws on the wisdom and experiences of twenty nine different contributors from both industry and the academy This book will also help you understand how organizations can maximize the fun effectiveness and experienced meaningfulness of the people who work there The fundamentals are simple and easy to understand Unfortunately few C suite leaders can bring themselves to lead consistently following these fundamentals An ethical organizational leader must continuously remind the organization why the organization exists and why what it does is important People will not work with

energy engagement and consistency without a purpose they intensely believe is worthwhile Leaders must continually find ways to articulate the importance of individual peoples efforts toward that end      **Leadership** Ronald R. Sims, Scott A. Quatro, 2015-01-28 The contributors to this wide ranging volume seek to define exactly what leadership is or should be and how to effectively develop it Guided by an unusual framework that looks at leadership across different sectors and functions they examine what they view as the major leadership challenges in highly visible for profit not for profit and government organizations throughout the world Their insights will prove equally useful as a general survey of leadership problems for executive policy makers and for undergraduate and graduate students in the specific fields examined in the text      Human Resources and Their Development - Volume I Michael J. Marquardt, 2009-10-20 Human Resources and their Development is a component of Encyclopedia of Human Resources Policy Development and Management in the global Encyclopedia of Life Support Systems EOLSS which is an integrated compendium of twenty one Encyclopedias The Theme on Human Resources and their Development provides the essential aspects and a myriad of issues of great relevance to our world such as Human Resources and their Development Major Issues in Human Resource Development Elements of Planning Strategies for Human Resource Development Human Life Systems Diversity and Human Development Human Development and Causes of Global Change Consequences of Global Change for Human Resource Development These two volumes are aimed at the following five major target audiences University and College Students Educators Professional Practitioners Research Personnel and Policy Analysts Managers and Decision Makers and NGOs      *International Encyclopedia of Adult Education* L. English, 2016-04-30 The Encyclopedia of Adult Education is the first comprehensive reference work in this important and fast growing field and is an invaluable resource for adult educators who research and teach in the fields of higher education work in community based settings or practise in public or private organizations Its 170 articles written by an international team of contributors from over 17 countries detail the research and practice of the field from its emergence as a separate discipline to the present day covering key concepts issues and individuals and providing a cutting edge summary of ongoing debates across a wide range of perspectives from self directed learning to human resource development Entries are arranged A Z and extensive cross referenced with detailed bibliographies for each topic to facilitate further research      **Ethics and Hrd** Tim Hatcher, 2010-12 As corporations become increasingly more powerful their decisions have a larger impact on the social and ecological landscape both domestically and internationally In Ethics and HRD Tim Hatcher shows how human resource development departments can foster ethical consciousness and play an important role in transforming their organizations into responsible corporate citizens He describes the relationship between ethical leadership social responsibility and HRD and shows how to synthesize them into a new and more sustainable paradigm for HRD The first book of its kind it will serve as a guide for managers human resource professionals and students of HRD alike      **High Impact Learning** Robert O. Brinkerhoff, Anne M. Apking, 2001-12-20 Every organization seeks to provide its employees with learning and development

opportunities that are both targeted to their individual needs and produce measurable and worthwhile business results In High Impact Learning Brinkerhoff and Apking outline a comprehensive proven and practical approach for bridging the gap between employee and organizational goals and launching training initiatives of visible and lasting impact Organizational Behavior Fred Luthans,2008 Organizational Behavior by Fred Luthans was the first mainstream organizational behavior text on the market and continues the tradition of being the most current and up to date researched text today Well known author Fred Luthans is the 5th highest Publisher in Academy of Management Journals is a senior research scientist with the Gallup Organization and continues to do research in the organizational behavior area Organizational Behavior 11th Edition is ideal for instructors who take a research based and conceptual approach to their OB course Knowledge Management and Organizational Learning William R. King,2009-06-13 Knowledge management KM is a set of relatively new organizational activities that are aimed at improving knowledge knowledge related practices organizational behaviors and decisions and organizational performance KM focuses on knowledge processes knowledge creation acquisition refinement storage transfer sharing and utilization These processes support organizational processes involving innovation individual learning collective learning and collaborative decision making The intermediate outcomes of KM are improved organizational behaviors decisions products services processes and relationships that enable the organization to improve its overall performance Knowledge Management and Organizational Learning presents some 20 papers organized into five sections covering basic concepts of knowledge management knowledge management issues knowledge management applications measurement and evaluation of knowledge management and organizational learning and organizational learning *Approaches To Training And Development* Dugan Laird,Elwood F Holton,Sharon S. Naquin,2003-06-18 This celebrated book newly revised and updated is a comprehensive treatment of organizational training and development its basic ideas organizational goals and practical techniques Dugan Laird noted trainer consultant and author shares his considerable experience in the whole field of human resource development and job related training The key to this book s ongoing popularity is its practicality Laird s concern with the real life problems and needs of T D professionals When and how should training be used and what methods and techniques have worked and will work The author s answers are supplemented by simple to follow process charts that outline each step of an effective training system For this Second Edition Laird has added material on new training technologies such as video and computer assisted instruction explaining how and when they should be used to supplement traditional instructional techniques How do you find training needs What do you do when you don t give training Learning objectives who needs them How do people learn How important is teaching technique **Designing and Delivering Training** David Simmonds,2003 David Simmonds book focuses on the blend between theory and practice It will not be merely a how to set of checklists for operational practitioners nor just an academic review of the literature for strategic managers Instead each chapter will specifically combine the relevant thinking with appropriate real life evidence through the

use of pedagogical features      **Transforming Work** Patricia Boverie, Michael Kroth, 2008-01-07 In this age of stiff competition and free agency no organization can afford to take its employees for granted The new labor market landscape is forcing organizations to think creatively about how to inject passion in the workplace and motivate their employees to find meaning in their work In **Transforming Work** Boverie and Kroth draw from their extensive research and experience in the field to show executives HR professionals and students how to create inspiring employee friendly work environments in order to capture develop and retain talent and transform both the employees and the organization in the process      HRD in the Age of Globalization Michael Marquardt, Nancy Berger, Peter Loan, 2004-08-18 An impressive overview of Human Resource Development programs the world over touching on important issues in culture environment and geopolitics      **Business** Bloomsbury Publishing, 2011-06-06 An international bestseller **BUSINESS The Ultimate Resource** is a one stop reference and interactive tool covering all aspects of today s world of work Unique authoritative and wide ranging it offers practical and strategic advice for anyone doing business today Written with a team of world class writers and editors it is an essential desk reference for managers MBA and business students and for small business owners worldwide Fully updated and revised for this new edition **BUSINESS** features Best Practice over 170 essays from a stellar cast of business thought leaders including C K Prahalad Gary Hamel and John Kotter Actionlists practical solutions to everyday business challenges Management Library time saving digests of more than 100 of the world s best business books Dictionary jargon free definitions of more than 7 000 terms Giants revised biographies of many of the world s most influential gurus and pioneers

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