

GEARY A. RUMMLER

SERIOUS PERFORMANCE CONSULTING

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A PUBLICATION OF THE INTERNATIONAL SOCIETY FOR PERFORMANCE IMPROVEMENT

Serious Performance Consulting According To Rummler Paperback

Gary A. DePaul



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Performance Consulting Dana Gaines Robinson, James Robinson, 2008-04-01 In 1995 the first edition of Performance Consulting introduced a concept which has since become a cornerstone of the human resource learning and organizational development fields training and HR solutions do not take place in a vacuum but must be tied to an organization s business goals Performance consulting is a process in which a client and consultant partner to achieve business goals by optimizing workgroup performance In this updated edition Dana and Jim Robinson draw on what they ve learned since the first edition was published twelve years ago

providing both a robust conceptual framework and improved tools and techniques to help the reader move from the traditional role to that of a Performance Consultant They show readers how to form partnerships with management help to identify performance required to ensure that business goals are achieved and assist management in taking actions needed for performance to change They also illustrate the how to s for assisting management to identify the performance required to achieve business goals and determining the degree to which the work environment supports and encourages the performance required Effective HR and learning consultants master both the science the analytical and assessment techniques and the art the consultative and partnering practices of performance consulting For the science of performance consulting dozens of analytic tools templates and assessment techniques are provided in the book Regarding the art the Robinsons describe the concepts and practices of ACT building Access Credibility and Trust with business managers In addition two brand new chapters are dedicated to the skills of reframing requests for solutions into discussion of business goals and performance requirements and Initiating business goals discussions with business managers and identifying strategic opportunities to partner with those managers in a proactive manner Performance Consulting Toolkit The second edition of Performance Consulting references graphic and adaptable tools that can be downloaded to support the performance consulting work the Robinsons describe These tools are available to purchase and download from this product page See the Table of Contents link for the full listing of the tools Some tools in Adobe PDF can be printed and shared others in Microsoft Word can be adapted to your specific needs and application requirements The Assessment Book Roger A. Kaufman,2008 This book contains seven self assessments designed to help one define the issue of what to accomplish before deciding how to accomplish it The assessments presented are 1 strategic thinking and planning 2 needs assessment and your organization 3 corporate culture and your organization 4 evaluation and your organization 5 performance improvement competencies 6 performance motivation to change and 7 organizational readiness for e learning Includes bibliographical references *Performance Architecture* Roger Addison,Carol Haig,Lynn Kearny,2009-03-30 Performance ARCHITECTURE The Art and Science of Improving Organizations is a hands on guide to real world techniques for improving performance within the workplace This important book explores the Human Performance Technology Landscape model that was presented in the bestselling book the third edition of Handbook of Performance Technology Framed by the Landscape model and supported by other proven models and tools the book provides effective structures for anyone who needs to develop their performance improvement skills and knowledge and achieve results A cutting edge resource this book draws on the experiences of the authors in combination with the work of notables in human performance technology including Geary Rummier Don Tosti Judith Hale Dale Brethower Roger Kaufman and many others The authors identify and demonstrate how performance at three levels worker individual team work process practice workplace organization impacts results in organizations They also show how to scale performance improvement activities and apply them successfully to projects or

initiatives of various sizes This is an excellent practical guide to the field of Human Performance Technology communicated in straightforward language The authors have given a broad audience access to solid research based methods and tools for improving the performance of people at any and all levels of organizations CARL BINDER CPT PhD senior partner Binder Riha Associates Performance Architecture gives you concrete ideas about how to improve performance in the workplace Adding it to your library is a must JUDITH HALE CPT Ph D Hale Associates *ASTD Handbook for Workplace Learning Professionals* Elaine Biech,2008-05-01 Here s the must have reference book for anyone involved in training human resources development and workplace learning Published by the most trusted name in the industry The ASTD Handbook for Workplace Learning Professionals is a required tool for all learning professionals This practical go to resource is a new contribution to the field comprising 50 chapters each authored by renowned industry practitioners The handbook offers the most up to date methodologies and practices covering the entire range of the training and development profession and also includes valuable worksheets and tools on a companion CD ROM **Performance Consulting** William J. Rothwell,2013-12-16 Performance Consulting If 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 *Defining Excellence in Simulation Programs* Juli C Maxworthy,Janice C Palaganas,Chad A Epps,Mary Elizabeth (Beth) Mancini,2022-02-22 Raise your simulation programs to new heights with the fully updated Defining Excellence in Simulation Programs 2nd edition An official publication of the Society for Simulation in Healthcare this fully illustrated guide speaks to the needs of all healthcare professionals using

simulation for education assessment and research Offering best practices for a wide variety of programs it addresses all areas of program management from staffing funding and equipment to education models Whether you are new to running a simulation program developing a program or studying simulation this is your key to creating cost effective research based programs

Nine Practices of 21st Century Leadership Gary DePaul, 2022-07-22 Near the end of the 20th Century the leadership concept radically evolved away from the traditional concept of accomplishing work through others Unfortunately too many professionals unconsciously still have faulty traditional assumptions that can get them their teams and their organizations in trouble The author has researched the evolution of leadership and summarizes seven contemporary principles twenty six underlying leadership beliefs and nine crucial practices of 21st Century Leadership While too many leadership books focus on qualities DePaul explains specific behaviors for practicing leadership The second edition includes new research about leadership and leadership development With the pandemic organizations have had to rely more on effective leadership to build high performing teams often at a distance Training departments have had to radically update how they develop employees at all levels and executive coaches have transitioned to virtual client support With all these environmental changes as well as new social pressures on organizations to embrace diversity equity and inclusion organizations need to change how they lead and avoid allowing their culture to develop by chance

Agile Performance Improvement Robert Winter, 2015-05-11 1 1 3 That is the equation that summarizes the theme of this book The book's message is to integrate the developmental principles of Agile with the result focused approaches integral to performance consulting Your outcomes in shaping human performance will be significant and greater than if you only used one of these models This is a book for anyone who seeks to work collaboratively with leaders to bring about continuously improving and sustainable organizational change Dana Gaines Robinson coauthor of Performance Consulting Agile Performance Improvement demonstrates the mutual benefits that accrue to the worlds of performance consulting and agile software development when the values and principles of both are blended synergistically under the guidance of practitioners skilled in both The agile performance improvement model blends the principles of human performance technology with the frameworks and practices of Agile The result is an approach that maximizes the value of interactions among the consultant the work team and the customer Unlike traditional end to end waterfall processes agile performance improvement delivers value continuously and in small increments relentlessly focusing on outcomes of value to the customer Building on structures of Agile that are used in software development such as Scrum the agile performance improvement model considers the human component of holistic solutions in establishing a continuous stream of value Bob Winter a performance consultant was the product owner for the corporate education scrum supporting an agile transition initiative for hundreds of engineering teams From this cross disciplinary experience he discovered that the two cultures two languages and two methodologies of performance consulting and agile software development are far from being incongruent incompatible or irrelevant to each

other in fact ideally suited to complement and support each other Being agile improves the effectiveness of the performance consultant and applying the lessons of human performance technology improves the effectiveness of software development teams In Agile Performance Improvement Winter teaches performance consultants how to apply agile principles values and methods usefully to the tasks of optimizing human performance in areas of practice not only adjoining but also well beyond the realm of software and IT engineering such as corporate learning solutions human resources systems and non software products Conversely he shows engineering teams immersed in an agile environment how to boost their performance using the principles and techniques taught and cultivated by performance consultants The author who has worked extensively on both sides of the traditional divide recounts entertainingly but informatively how both sparks and fur can fly when geeks encounter people people

Business Process Change Paul Harmon,2019-02-28 Business Process Change A Business Process Management Guide for Managers and Process Professionals Fourth Edition provides a balanced view of the field of business process change Bestselling author and renowned expert in the field Paul Harmon offers concepts methods cases for all aspects and phases of successful business process improvement Students and professionals alike will benefit from the comprehensive coverage and customizable integrated approach to broad business process management that focuses on improving efficiency and productivity In this updated Edition particular attention is paid to the impact of disruptive technology on business and the need for agile transformation Covers Business Process Management Systems and the integration of process redesign and Six Sigma Explores how different process elements fit together including the human aspects of process redesign Presents best practice methodologies that can be applied and tailored to an organization s specific needs Offers invaluable detailed case studies demonstrating how these key methods are implemented

Handbook of Organizational Performance, Volume I Douglas Johnson,C Merle Johnson,2024-08-30 This book covers the intersection of behavior analysis and management including a comprehensive examination of different topics within organizational behavior management It exemplifies how behavior science can be extended to drive business performance improvements at both the individual level and the organizational level Featuring some of the top researchers and consultants from across the globe Volume I covers topics from a historical foundation demonstrates how the basic foundations of research principles and philosophy derived from behavior analysis relates to employee and organizational behavior comes with a new epilogue and is supplemented by review questions is an indispensable resource for instructors practitioners and students of organizational behavior management Each chapter in this volume is written as an introduction to its topic thus making the book an ideal resource for students of business and behavior wanting to learn more about how various management tools can draw out and reward the best in employees The chapters in this book were originally published in the Journal of Organizational Behavior Management

White Space Revisited Geary A. Rummier,Alan J. Ramias,Richard A. Rummier,2009-12-14 When Improving Performance Managing the White Space on the Organization Chart was published in 1990 it was lauded as the

book that launched the Process Improvement revolution This was the book that first detailed an approach that bridged the gaps between organization strategy work processes and individual performance Two decades later White Space Revisited goes beyond a mere revision of that groundbreaking book and refocuses on the ultimate purpose of organizations which is to create and sustain value This book picks up where Improving Performance left off and shares what we have learned about process in the past 15 years since it was published and how the reader primarily practitioners can capitalize on these notions in their own pursuit of process excellence White Space Revisited is a comprehensive resource that offers process and performance professionals a conceptual foundation a thorough and proven methodology a set of remarkable working tools for doing process work in a more significant way and a series of candid observations about the practice of Business Process Management BPM The book s time tested methods models tools and guidelines serve to align people process and technology White Space Revisited includes information on a wealth of vital topics and Describes the difference in impact of focusing on single processes vs large scale improvements Provides an integrated step by step blueprint for designing implementing and sustaining process management Offers a detailed methodology for strategic and tactical process definition and improvement Spells out how to leverage the power of IT to optimize organizational performance Shows how to integrate the energy and value of Six Sigma Process Improvement and Process Management into an effective Process Excellence Group

Nine Practices of 21st Century Leadership Gary A. DePaul,2015-09-09 Most leadership books focus on traditional leadership which is based on managerial practices and command and control assumptions Traditional leadership methods produce short term gains but often at the cost of employee disengagement team isolation and distrust Twenty first century leadership methods produce short term gains while inspiring cre

True power Vicente Falconi Campos,2010-03-08 True Power is consultant and administrator Vicente Falconi s great gift to leaders This work relates cases in which the author was directly involved and addresses all the issues that are important for the development and growth of companies and projects In an instructive manner it points out the success factors underlying sound growth and the recovery of great companies and government institutions In brief Vicente Falconi reveals the secret for achieving results An easy pleasant read the book tells of the author s experiences between 1997 and 2009 a period during which he served as Board Member to great corporations such as Ambev and Sadia in addition to doing intensive work on municipal state and federal management projects in association with INDG s cadre of consultants

Change, Choices, and Consequences Roger A. Kaufman,2006 Learn how to be proactive by defining and justifying where you should head before deciding how to get there To help you in the process this book introduces the concepts and tools underlying mega thinking and planning The decision about where an organization should be headed couldn t be more basic How about yours Do you know where you are headed Is it the right place to go

Performance Improvement Quarterly ,2012

Healthcare Simulation Laura T. Gantt,H. Michael Young,2015-11-05 A focused guide for healthcare simulation operations in education and training With the growing use of

simulation within the field of healthcare Healthcare Simulation A Guide for Operations Specialists provides a much needed resource for developing the roles and responsibilities of simulation operations specialists The book illustrates the current state and evolution of the simulation professional workforce and discusses the topics necessary for the development of these pivotal roles The book promotes the value of simulation based education in healthcare and its associated outcomes while clarifying the operational requirements of successful simulations Featuring numerous contributions from international experts consultants and specialists Healthcare Simulation A Guide for Operations Specialists presents advances in healthcare simulation techniques and also features Coverage of the best practices and available technologies for healthcare simulation operations specialists within healthcare education training and assessment Interdisciplinary practical examples throughout to help readers better understand the presented material An overview of the many facets of day to day operations within a healthcare simulation program Discussions regarding the concurrent need for understanding proper patient care that accompanies the human to machine interface in patient simulation Healthcare Simulation A Guide for Operations Specialists is an excellent reference for healthcare simulation professionals including administrators medical directors managers simulation technologists faculty members and educators in academic and healthcare settings The book is also a useful supplementary textbook for graduate level courses related to simulation and certificate programs in simulation education and simulation operations

The Six Disciplines of Breakthrough Learning Roy V. H. Pollock, Andrew McK. Jefferson, Calhoun W. Wick, 2025-05-06 All in one resource to increase effectiveness and ROI of enterprise training and development programs In *The Six Disciplines of Breakthrough Learning How to Turn Training and Development into Business Results* renowned instructors and consultants Dr Roy Pollock Andrew Jefferson and Calhoun Wick deliver a complete blueprint to maximize the effectiveness and ROI of training and development programs within any organization In this newly revised and extensively updated Fourth Edition readers will find tools guides and checklists to implement meaningful strategies immediately supported by the latest research and new case studies from global companies across industries Along with key insight into the craft of instruction this book details how to talk to the business leaders in a way that gets their attention and earns respect Some of the topics covered in this book include Defining the business outcomes L D is expected to deliver and effective management of the learning portfolio Delivering for application by utilizing performance appropriate instructional methods adult learning principles and logic maps Maximizing business impact by driving learning transfer and providing performance support Selling the sizzle when reporting results and common training evaluation pitfalls to avoid *The Six Disciplines of Breakthrough Learning How to Turn Training and Development into Business Results* is an essential read for learning professionals including instructors instructional designers trainers training managers and Chief Learning Officers as well as business leaders seeking an all in one resource to deliver greater value from training and development programs in an increasingly competitive business environment

Beyond Transfer of Training Mary L. Broad, 2005-09-14 Did you

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