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Secrets of the Executive Search Experts

CHRISTIAN SCHÖYEN
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Secrets Of The Executive Search Experts

Christian Schoyen, Nils Rasmussen



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Building High-Performance People and Organizations Martha I. Finney, 2008-06-30 Business success depends on employee

innovation drive skill endurance and dedication Engaged employees studies show provide tangible advantages to the organization like greater customer satisfaction and improved profitability In contrast the Gallup Organization has discovered that disengaged workers cost U S business between 250 billion and 350 billion each year How do you engage employees and in turn create the high performance organization That s what this set is all about From the latest theories on motivation to innovations in HR to methods to increase employee retention it provides the essential insights and tools managers leaders and HR people need to find new ways to succeed while keeping employees happy productive and loyal Employees know that cradle to grave or even week to week employment security is a thing of the past and that they are at the helm of their own career ship Discerning consumers in the employment marketplace they therefore seek employment opportunities that speak not only to their wallets and life circumstances but also to their desire to find work that provides purpose and passion How can employers meet these needs and create a team of engaged employees That s a large question and one that spans a spectrum of issues that includes career development human resource management and the alignment between individual and organizational goals In these three volumes leaders and managers will find answers They feature articles interviews and reports from academics psychologists managers in the practical corporate world and experts in career management Despite what Donald Trump might say work is personal and the ways in which individuals navigate the organizational environment and businesses organize to seek attract and retain the best employees is of primary concern That goes double in these turbulent times when job security is at stake cynicism rampant and loyalty at risk Building High Performance People and Organizations connects the dots so employers can maintain a loyal satisfied and productive workforce Volume 1 The New Employer Employee Relationship looks at trends in demographics and the general business environment leading to and driving the concept of employee engagement Volume 2 The Engaged Workplace Organizational Strategies focuses on real world organizational strategies to find develop and retain the best employees with an emphasis on innovative practices in both the U S and internationally Volume 3 Case Studies and Conversations features interviews with thought leaders in the entire landscape of performance management and employee engagement Their insights will provide readers with the absolute latest thinking in their fields of expertise Volume 3 also contains short case studies of companies that are pioneering high performance cultures

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