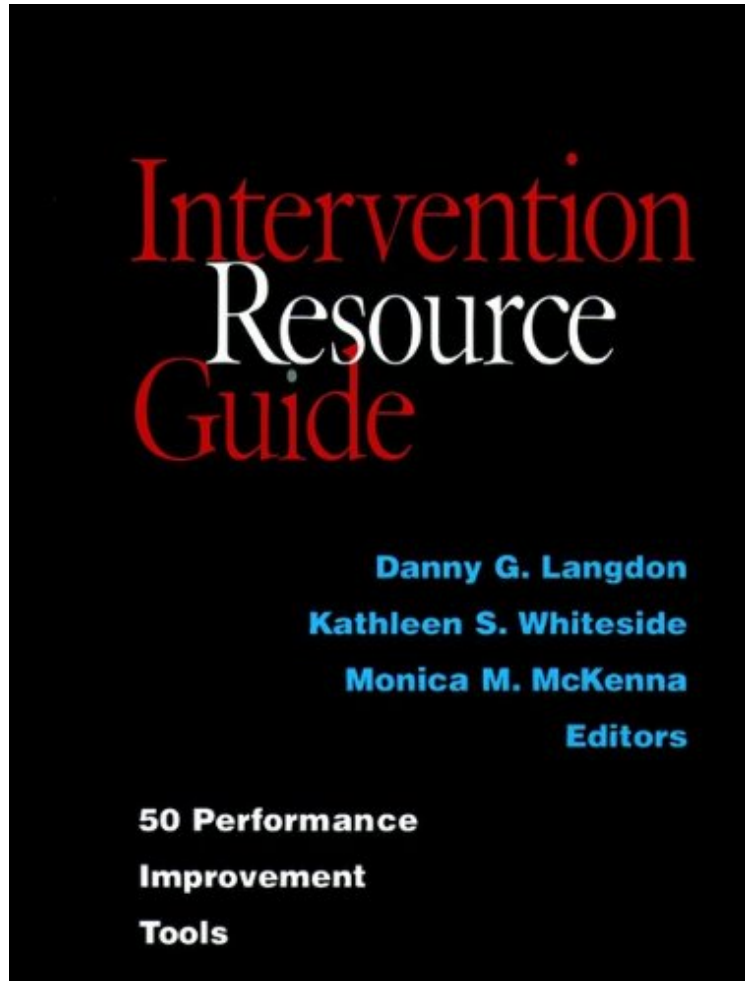


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Intervention Resource Guide: 50 Performance Improvement Tools

From Pfeiffer

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From Pfeiffer : Intervention Resource Guide: 50 Performance Improvement Tools before purchasing it in order to gauge whether or not it would be worth my time, and all praised Intervention Resource Guide: 50 Performance Improvement Tools:

1 of 1 people found the following review helpful. Excellent resource for performance consulting professionalsBy OrangeGALThis book helps the human performance consultants review various interventions and decide if each might be useful to help solve a human performance challenge. Nice that it helps you distinguish between "establish performance, improve performance, maintain performance, and extinguish performance."0 of 0 people found the following review helpful. Grad SchoolBy linda k kropikGreat price for this text book. I don't want to spend an arm or a leg on these course text books. Thanks for assisting me in my budget!11 of 11 people found the following review helpful. An elegant solution for the front line managerBy A CustomerI am an operations officer for a large military technical maintenance organization.If you are reading this review you are probably a leader and manager with some familiarity of organizational and human performance. You may also be looking for ways to increase your value to

your team. If so, this book should be a tremendous help you. The Intervention Resource Guide (IRG) is a work that should sit not on your bookshelf, but on your desk top as a ready reference. I will not attempt to evaluate each intervention, as valuable as they are (of the ones I have used), but choose to focus on the heart of the book, "Part One, Intervention Selection and Implementation" which includes the "Matrix of Interventions". The editors have efficiently and credibly provided the leader-manager with the ability to make use of the proper intervention given the goal of: "Establishing, Improving, Maintaining or Extinguishing" performance in the "Business unit, Process, Work group, or Individual". All 50 interventions are evaluated for relevancy against the above eight factors. By using their intervention selection model, any leader and manager should be able to select a proven intervention leading to a high probability of performance improvement. Conversely the avoidance of selecting the wrong intervention is just as valuable, and through use of the matrix, the leader should be able to avoid costly damage to the organization she serves. The Intervention Resource Guide provides an elegant solution to the workplace manager that wants to make the best use of systematic performance improvement tools.

Your performance improvement toolbox! You want to be able to: * Increase your awareness of various performance improvement options * Propose an intervention or a series of interventions to eliminate a performance gap * Select interventions systematically * Learn how to implement interventions more effectively . . . and more! Here's your toolbox. Interventions are the tools that you can use to effect changes in performance. While many other resources have identified the importance of interventions as performance tools, and some resources have even singled out select interventions that might be used to drive improvement at an organization, no other resource has offered you so many interventions. * How would a 360-degree-feedback program improve your organization? * How could you design communication, leadership, and mentoring programs? * When should you improve your compensation systems and employee orientations? * How could you maximize the effectiveness of job aids and on-the-job training? This resource not only answers those questions--and many others--but also gives you the field-tested tools you need to produce measurable modifications in performance. You'll be able to solve a host of operational dilemmas! Don't worry about how to face performance problems. Just grab your toolbox and go! The Intervention Resource Guide has the tools you've waited for. First, these experienced editors tell you how to select and implement interventions. Then you get a huge array of fifty interventions designed by the top practitioners in the field. In keeping with the central tenets of human performance technology, all of these interventions are designed to prompt measurable changes at your organization. You'll have an easier time justifying why you're doing what you're doing than ever before! You'll get what you need for: * action learning * competency modeling * conflict management * customer feedback * diversity management * electronic performance support systems (EPSS) * performance appraisal * strategic planning * teaming . . . and much more! All these resources are field-tested and formulated for fast implementation. Among the many leading contributors to this one-of-a-kind resource are: * Jean Barbazette * Dale M. Brethower * Gloria Gery * Roger Kaufman * Danny Langdon * Bob Nelson * William J. Rothwell * Edgar H. Schein * Sivasailam "Thiagi" Thiagarajan * Donald Tosti * Kathleen Whiteside * Ron Zemke . . . and many others! You've heard about performance improvement and human performance technology. They have sounded promising. But you weren't fully sure what an intervention was, how to select one, or how to implement one. Now you know! Intervention Resource Guide is your performance improvement toolbox.

From the Inside Flap Your performance improvement toolbox! You want to be able to: Increase your awareness of various performance improvement options Propose an intervention or a series of interventions to eliminate a performance gap Select interventions systematically Learn how to implement interventions more effectively . . . and more! Here's your toolbox. Interventions are the tools that you can use to effect changes in performance. While many other resources have identified the importance of interventions as performance tools, and some resources have even singled out select interventions that might be used to drive improvement at an organization, no other resource has offered you so many interventions. How would a 360-degree-feedback program improve your organization? How could you design communication, leadership, and mentoring programs? When should you improve your compensation systems and employee orientations? How could you maximize the effectiveness of job aids and on-the-job training? This resource not only answers those questions--and many others--but also gives you the field-tested tools you need to produce measurable modifications in performance. You'll be able to solve a host of operational dilemmas! Don't worry about how to face performance problems. Just grab your toolbox and go! The Intervention Resource Guide has the tools you've waited for. First, these experienced editors tell you how to select and implement interventions. Then you get a huge array of fifty interventions designed by the top practitioners in the field. In keeping with the central tenets of human performance technology, all of these interventions are designed to prompt measurable changes at your organization. You'll have an easier time justifying why you're doing what you're doing than ever before! Among the many leading contributors to this one-of-a-kind resource are: Jean Barbazette Dale M. Brethower Gloria Gery Roger Kaufman Danny Langdo From the Back Cover Your performance improvement toolbox! You want to be able to: Increase your awareness of various performance improvement options Propose an intervention or a series of

interventions to eliminate a performance gap Select interventions systematically Learn how to implement interventions more effectively . . . and more! Here's your toolbox. Interventions are the tools that you can use to effect changes in performance. While many other resources have identified the importance of interventions as performance tools, and some resources have even singled out select interventions that might be used to drive improvement at an organization, no other resource has offered you so many interventions. How would a 360-degree-feedback program improve your organization? How could you design communication, leadership, and mentoring programs? When should you improve your compensation systems and employee orientations? How could you maximize the effectiveness of job aids and on-the-job training? This resource not only answers those questions-and many others-but also gives you the field-tested tools you need to produce measurable modifications in performance. You'll be able to solve a host of operational dilemmas! Don't worry about how to face performance problems. Just grab your toolbox and go! The Intervention Resource Guide has the tools you've waited for. First, these experienced editors tell you how to select and implement interventions. Then you get a huge array of fifty interventions designed by the top practitioners in the field. In keeping with the central tenets of human performance technology, all of these interventions are designed to prompt measurable changes at your organization. You'll have an easier time justifying why you're doing what you're doing than ever before! Among the many leading contributors to this one-of-a-kind resource are: Jean Barbazette Dale M. Brethower Gloria Gery Roger Kaufman Danny Langdon Bob Nelson William J. Rothwell Edgar H. Schein Sivasailam "Thiagi" Thiagarajan Donald Tosti Kathleen Whiteside Ron Zemke . . . and many others! You'll get what you need for: action learning competency modeling conflict management customer feedback diversity management electronic performance support systems (EPSS) performance appraisal strategic planning teaming . . . and much more! All these resources are field-tested and formulated for fast implementation. You've heard about performance improvement and human performance technology. They have sounded promising. But you weren't fully sure what an intervention was, how to select one, or how to implement one. Now you know! Intervention Resource Guide is your performance improvement toolbox. About the Editors Danny G. Langdon is the author of six books in the field of instructional and performance technology, has written chapters for ten other books, and has published many articles. He is a past international president of the International Society for Performance Improvement (ISPI) and has received three international awards from ISPI for innovative contributions to the field of performance technology. Kathleen S. Whiteside has more than twenty-five years of experience in the field of training and performance improvement, including several years as corporate director of human resources for a large service organization. She is a past international president of ISPI and the author of several articles on human performance. Monica M. McKenna is a senior consultant with Performance International as well as the principal consultant of her own performance improvement consulting firm. About the Author DANNY G. LANGDON is the author of six books in the field of instructional and performance technology, has written chapters for ten other books, and has published many articles. He is a past international president of the International Society for Performance Improvement (ISPI) and has received three international awards from ISPI for innovative contributions to the field of performance technology. KATHLEEN S. WHITESIDE has more than twenty-five years of experience in the field of training and performance improvement, including several years as corporate director of human resources for a large service organization. She is a past international president of ISPI and the author of several articles on human performance. MONICA M. MCKENNA is a senior consultant with Performance International as well as the principal consultant of her own performance improvement consulting firm.