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Enhancing Organizational Performance Sep 02 2022 Enhancing Organizational Performance: A toolbox for self-assessment
 What Makes a High Performance Organization Mar 28 2022 How can today's managers concentrate on what really matters to improve the performance of their organization, to reach outstanding goals? The answer is in What Makes an HPO. The five critical factors of the HPO Framework - Management Quality, Openness & Action-Orientation, Long-Term Orientation, Continuous Improvement & Renewal and Employee Quality - will help you turn your organization into an HPO. This book shows you what to concentrate on, how others have done it, and how to achieve it yourself. The HPO Framework is the result of a global five-year research project into the genuine success factors of High Performance Organizations (HPOs). The HPO Center, led by Dr de Waal, discovered what really works on the ground in every type of organization rather than what managers think should, or might have, worked. In his book André de Waal gives many real-life examples from a variety of sectors including Finance, Retail, Industry, ICT, High Education and Government, all illustrating the successful workings of the HPO Framework in organizations worldwide. Also included are many interviews with HPO leaders at Microsoft, SABMiller, Svenska Handelsbanken, HP, Tata Steel, Umpqua Bank, Unilever and KLM Royal Dutch Airlines.
 The Strategic Project Office Apr 16 2021 Describing the initiation, design, execution, and control of a strategic project office, this book provides step-by-step instructions for establishing a PMO. The author emphasizes cost management, cultural change, risk assessment, resource allocation, and skills tracking to increase project value, organizational efficiency, and productivity. He explores various aspects relating to planning and implementing the strategic project office, and concludes by considering how to change the organizational culture to match the new organization. Concise and easy, the book covers the many pitfalls and minefields and provide strategies to avoid them.
 Performance Evaluation Jul 20 2021 Performance Evaluation is a hands-on text for practitioners, researchers, educators, and students in how to use scientifically-based evaluations that are both rigorous and flexible. Author Ingrid Guerra-López, an internationally-known evaluation expert, introduces the foundations of evaluation and presents the most applicable models for the performance improvement field. Her book offers a wide variety of tools and techniques that have proven successful and is organized to illustrate evaluation in the context of continual performance improvement.
 <u>Social and Organizational Performance Review</u> Jul 08 2020 Societal an Organizational Performance Review is a peer-reviewed publication of the Performance Improvement Institute (PII), Phd and MBA program at the Sonora Institute of Technology (ITSON) This new journal is a reflection of the work that is being conducted at the Institute for Social and Organizational Performance in Sonora, Mexico, which illustrates how organizations can achieve social and organizational transformation using rigorous performance improvement concepts and methodologies. Now, as part of the PII and its commitment to results-based and research-based performance accomplishment, this is the first issue of Social and Organizational Performance Review (SOPR). It includes timely work by ITSON faculty, staff, and others committed to adding societal value. This first issue includes the concepts and tools of Mega thinking and planning, and proven tools and techniques for designing, delivering, and evaluation organizational and societal impact. While some of the work that appears in this and future issues might have been also published elsewhere, they are provided here with full attribution of initial source. We also will be publishing new work and the results of the applied research and development of ITSON students, their sponsors, and sponsoring organizations. We will also find useful work done throughout the world and bring it to you through the SOPR. The most important part of this Review is the reader.
 <u>Assessment of Leadership Challenges in Leading Organizational Performance in the Public Sectors. The Case of Addis Ababa City Government</u> Apr 04 2020 Projektarbeit aus dem Jahr 2016 im Fachbereich BWL - Unternehmensführung, Management, Organisation, , Sprache: Deutsch, Abstract: Leadership is an important task which is concerned with the process of influencing the behavior of subordinates in the direction of goal attainment. Hence, the performance of public sector organizations basically depends, largely on their leadership. However, the performance of public sector organizations of Addis Ababa City Government highlighted sorts of implementation deficiencies in leading organizational performance. Accordingly, the general objective of this study was to assess challenges of leadership in leading organizational performance in Addis Ababa City Government with 4 specific objectives; those were to identify leadership challenges in leading organizational performance; to describe leadership mindset in leading performance; to assess attitudes of employees towards managing performances and assess to what extent leadership is effective in implementing good governance principles so as to enhance organizational performance. The study employed an explanatory research design with a composite of qualitative and quantitative approaches. Employees and process owners from Micro & Small Enterprise, Education, Health, Construction and Trade bureaus were selected through simple random sampling technique, while bureau heads were selected through availability sampling techniques. The data were gathered through questionnaire, interview and focus group discussion. Then, 142 sample population were selected as a sample; 136 of them were found to be valid for the analysis, as well 5 bureau heads were incorporated in the interview. Also 10 individuals of FGD were employed with process owners of the selected bureaus of the city government. Mann-Whitney U test was used to compare ordinal data across groups (leaders and employees). The result of the study shows that leaders of the city government are confronting challenges in searching innovative ways of working to improve performance, leaders are also not challenging the employees to try out new ways of doing their task as of the level expected and the leaders' commitment to good governance is insufficient. This evinces that leaders of the city government are not effective in leading organizational performance whereby, they dearth leadership skills and awareness about the pillars of good governance and its

ways of implementation.

 Winning Management Feb 12 2021 WINNING MANAGEMENT is one of the most practical management books ever written. Dr. Rinkle provides managers with easy to implement, step by step fail-safe strategies that will enable the reader to thrive in a rapidly changing, highly competitive, global economy. This book contains proven management and leadership strategies that will help managers build a turned-on, tuned-in, high-performance organization.

Factors Influence Organizational Performance Aug 21 2021

Skillful Performance Aug 09 2020 The purpose of this book is to adopt a process lens to advance our understanding of how capabilities, knowledge, competence, and expertise are enacted in the skilful performance of individuals, groups, and organisations

 Understanding Performance Appraisal Oct 23 2021 Based on a previous book by the same authors, Understanding Performance Appraisal delineates a social-psychological model of the appraisal process that emphasizes the goals pursued by raters, ratees, and the various users of performance appraisal. The authors apply this goal-oriented perspective to developing, implementing, and evaluating performance appraisal systems. This perspective also emphasizes the context in which appraisal occurs and demonstrates that the shortcomings of performance appraisal are in fact sensible adaptations to its various requirements, pressures, and demands. Relevant research is summarized and recommendations are offered for future research and applications. Graduate-level students, organizational development consultants and trainers, human resource managers, faculty and scholars, and psychologists in human resource management as well as other professionals who conduct research on performance appraisal programs will find this book not only interesting but also a valuable resource.

 Current Topics in Management Jul 28 2019 As the series editor, M. Afzalur Rahim points out with justifiable pride, for the past fourteen years Current Topics in Managementhas provided high quality research and theory on management concerns at the international as well as national levels, and done so through with respect for the universality, collegiality and need for broad involvement. The present volume continues and expands on that tradition, and is predicated on the need for high level interactions between human motivation and organizational performance. While each essay is unique and can stand alone, the volume demonstrates a linkage in four major sections: organizational behavior and performance; strategy, structure, and performance; cognition, common sense, and effectiveness; and entrepreneurship as a whole. This makes possible a unique title for the volume as a whole: Organizational Behavior, Performance, and Effectiveness. This volume takes on innovative dimensions in its own right: the relationship between competence, performance and longevity in issues of social support networks and organizational turnover, the issue of competence destroying technologies that are engulfed by uncertainty, firm performance and cognitive differentiation of tasks, management premises and cellular organizations - both past and present, and wider issues of cognition in the performance of tasks and the design of enterprises. This is in short,i?1/2a cutting edge volume of potential wide use and interest in a variety of public and private managerial situations.

 Building High Performance Business Relationships Nov 23 2021 A practical guide for building and maintaining high performance business relationships Every business sinks or swims on the quality of its relationships and alliances, whether they are between management and staff, departments, subsidiaries, partners, suppliers, or customers. It's no wonder then that building and maintaining high performance relationships has emerged as one of the hottest topics in today's hypercompetitive, global business environment. This indispensable guide will help you to understand what high performance relationships are and how they work. Written by a distinguished pioneer in the field, it explains what a high performance business culture populated by a fully engaged workforce looks like. It describes simple, proven strategies and techniques for implementing and sustaining high performance relationships, both internally, within your organizations, and externally. And, it details the many benefits that await business organizations of any size that place greater emphasis on relationship performance management. Offers simple and effective methods for building successful business and organizational relationships Concise and easy to read, this book provides a common language and practice for high performance relationship management and critical change management Arms you with an array of tested-in-the-trenches tools for building robust and sustainable high performance business relationships

Stories of Achievements Dec 25 2021 Performance is the yardstick by which the quality of individual and collective human effort is assessed. Everywhere, performance shapes the lives of people and organizations according to its logic and demands. The quest for performance has spread to societies worldwide; it has become of central importance for our perception of our activities and our understanding of the world. Such importance calls for reflection within the context of organizations. First, all important social processes are strongly affected by organizations. Second, performance holds a commanding position in organizations. In Stories of Achievements, Hervé Corvellec explains performance as a matter of telling, recounting, and communicating an organization's actions or the results of those actions. He describes how organizations work with the notion of performance and examines its connections with efficiency and competition. Corvellec begins with an assessment of management literature, discussing the various ways different professions define performance. What is considered to be performance in one profession may be at odds with its definition in another. The author examines what performance means in the world of sports, and provides a look at performance throughout sports history. He then draws parallels between sports and organizations, detailing similarities and differences between performance and the notions of competitions, measurement and hierarchy. This study covers particular aspects of the notion of performance--linguistic, semantic, theoretical, logical, historical, and narrative. Drawing on various methodologies, each chapter represents a smaller study of how performance is manifested in a particular context. Together, they provide a general presentation of how the notion of performance is used in organizations, where it comes from, and what is meant by performance in general managerial discourse. Stories of Achievements will be engrossing reading for management, accounting, and organization professionals, as well as sociologists interested in the study of economic organizations.

 Performance Consulting Jun 18 2021 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.

Measuring Performance in Public and Nonprofit Organizations Jun 30 2022 "A comprehensive resource for designing and

implementing effective performance measurement systems at the agency level" - cover.

HRM Strategic Integration and Organizational Performance Feb 24 2022 Human Resources Management (HRM) has a very important facilitative and strategic role in organisational success. Several financial and non-financial performance measures of an organisation are positively related to its levels of HRM Strategic Integration (HRMSI). This book develops a better understanding of strategic HRM and its impact on organisational performance. HRM Strategic Integration and Organizational Performance proposes a framework for HRMSI that helps formulate and implement the integration of strategic HRM in organisations for enhanced organisational performance. The key features of the book are: " A detailed analysis of strategic integration practices like recruitment and selection, performance management, training and development, rewards and recognitions and employees relations. " A thorough literature review on the relationship between HRM, strategic HRM and performance. " New research data from a huge cross section of the industry and high-end statistical research analysis using structural equation modelling. " A template of step-by-step HRMSI methodology to help future academics and professionals. The book will serve as an ideal reference material for scholars of human resources and business strategy. It will also be an invaluable guide for implementers of strategic HRM and students of management and business.

Beyond Performance Jan 14 2021 The secret of achieving and sustaining organizational excellence revealed In an ever-changing world where only a third of excellent organizations stay that way over the long term, and where even fewer are able to implement successful change programs, leaders are in need of big ideas and new tools to thrive. In Beyond Performance, McKinsey & Company's Scott Keller and Colin Price give you everything you need to build an organization that can execute in the short run and has the vitality to prosper over the long term. Drawing on the most exhaustive research effort of its kind on organizational effectiveness and change management, Keller and Price put hard science behind their big idea: that the health of an organization is equally as important as its performance. In the book's foreword, management guru Gary Hamel refers to this notion as "a new manifesto for thinking about organizations." The authors illustrate why copying management best practices from other companies is more dangerous than helpful Clearly explains how to determine the mutually reinforcing combination of management practices that best fits your organization's context Provides practical tools to achieve superior levels of performance and health through a staged change process: aspire, assess, architect, act, and advance. Among these are new techniques for dealing with those aspects of human behavior that are seemingly irrational (and therefore confound even the smartest leaders), yet entirely predictable Ultimately, building a healthy organization is an intangible asset that competitors copy at their peril and that enables you to skillfully adapt to and shape your environment faster than others—giving you the ultimate competitive advantage.

Performance Management Oct 30 2019

Everyone a Leader Dec 01 2019 Are you an engineer or scientist early in your career, or a student in either of these fields, looking to develop your leadership capabilities? Learn from David Colcleugh, former CEO of DuPont Canada, leadership educator, and author of Everyone a Leader.

Practice and Role of Transformational Leadership on Organizational Performance Jan 02 2020 Thesis (M.A.) from the year 2020 in the subject Leadership and Human Resource Management - Leadership, Ethiopian Civil Service University (Institute of leadership and governance), course: Leadership and good governance, language: English, abstract: The general objective of the study is to investigate the practice and role of transformational leadership on organizational performance in City government of Addis Ababa. Leaders have a vital role in motivating and inspiring employees to perform their job more than they originally expected from them. In this regard, transformational leadership gives emphasis on inherent motivation and followers' development, which fits the needs of today's complex work groups, who want to be inspired and empowered in order to achieve the predetermined goal of their organization. Thus, this study was conducted to assess the practice and role of transformational leadership on organizational performance in public organizations of AACA. To this end, concurrent research design was adopted. The study was conducted in fifty public organizations of two sub cities selected through stratified simple random sampling techniques. From these organizations, 431 participants were selected through proportionate, simple random and purposive sampling techniques. Questionnaires containing open and close-ended items and semi-structured interview were employed in the process of data gathering. The quantitative data were analyzed by utilizing frequency, percentages, mean, standard deviations, correlation, and regression. The data gathered through interviews and open-ended questions were categorized to groups to supplement the quantitative data.

Results Apr 28 2022 When organizations commit resources to training or implement new policies, they want to see measurable results. Using real-life examples and step-by-step instructions, this consummately practical guide shows human resources professionals how to quantify outcomes in three major areas: performance, learning, and perceptions.

Performance Consulting Oct 11 2020 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.

Handbook of Human Performance Technology Sep 21 2021 In forty-four original chapters, leading researchers and practitioners offer a state-of-the-art perspective on the evolving field of Human Performance Technology (HPT)--a study of technologies designed to enhance human performance and capabilities in the workplace. Tracing the historical roots of HPT, this book explains its theoretical underpinnings, and unveils an array of models and techniques that have proven effective in enhancing individual and organizational performance.

Performance in Organizations Nov 04 2022

Measuring Organizational Performance Oct 03 2022 Offers a framework to understand the implications of selecting variables for use in both empirical studies and practice where organizational financial performance is the critical issue. This book describes two measures of shareholder wealth creation. It is intended for researchers and scholars. There is great discussion but little consensus on the best measures of organizational performance. This book redresses this imbalance. "Measuring Organizational Performance" offers a framework with which to better understand the implications of selecting variables for use in both empirical studies and practice where organizational financial performance is the critical issue. Robert Carton and Charles Hofer's book, "Measuring Organizational Performance", describes two new measures of shareholder wealth creation that correlate with increases in shareholder value creation in a number of high and low performing firms 500 per cent better than the 'best' of the measures used in the research studies done in the fields of entrepreneurship and strategic management over the past fifty years. The book also provides detailed suggestions on where and how to gather the data needed to calculate both measures. In addition, since these measures use primarily accounting data, they can be used by both researchers and practitioners as proxies for assessing increases in shareholder value for both publicly and privately held firms, including small

and family businesses.

 Enhancing Organizational Performance Jan 26 2022 Total quality management (TQM), reengineering, the workplace of the twenty-first century--the 1990s have brought a sense of urgency to organizations to change or face stagnation and decline, according to Enhancing Organizational Performance. Organizations are adopting popular management techniques, some scientific, some faddish, often without introducing them properly or adequately measuring the outcome. Enhancing Organizational Performance reviews the most popular current approaches to organizational change--total quality management, reengineering, and downsizing--in terms of how they affect organizations and people, how performance improvements can be measured, and what questions remain to be answered by researchers. The committee explores how theory, doctrine, accepted wisdom, and personal experience have all served as sources for organization design. Alternative organization structures such as teams, specialist networks, associations, and virtual organizations are examined. Enhancing Organizational Performance looks at the influence of the organization's norms, values, and beliefs--its culture--on people and their performance, identifying cultural "levers" available to organization leaders. And what is leadership? The committee sorts through a wealth of research to identify behaviors and skills related to leadership effectiveness. The volume examines techniques for developing these skills and suggests new competencies that will become required with globalization and other trends. Mergers, networks, alliances, coalitions--organizations are increasingly turning to new intra- and inter-organizational structures. Enhancing Organizational Performance discusses how organizations cooperate to maximize outcomes. The committee explores the changing missions of the U.S. Army as a case study that has relevance to any organization. Noting that a musical greeting card contains more computing power than existed in the entire world before 1950, the committee addresses the impact of new technologies on performance. With examples, insights, and practical criteria, Enhancing Organizational Performance clarifies the nature of organizations and the prospects for performance improvement. This book will be important to corporate leaders, executives, and managers; faculty and students in organizational performance and the social sciences; business journalists; researchers; and interested individuals.

 The High Performance Organization May 06 2020 Increased global competition, aided and abetted by technology, has meant that organizations in every sector are having to compete on the basis of speed, cost, quality, innovation, flexibility and customer-responsiveness. If organizations wish to be able to compete successfully in the global marketplace, they need to develop innovative products and services quickly and cost-effectively. The High Performance Organization provides invaluable information and practical tools for people engaged in leading organizational change efforts as an executive, line manager, HR practitioner or change agent. This practical text is grounded in organizational reality as well as having a sound theoretical setting. Illustrative case studies have been drawn from consultancy practice and a wide range of current research.

 The Effect Of Employees Motivation On Job Performance In Organizations May 30 2022 Poor Organizational performance in most of Tanzanian firms has been exacerbated due to most of employees being unmotivated. The critical addressed problem is that what seems to be a motivation strategy to one employee, it may not be the case to other employee. This study aimed at examining the effect of employee's motivation on job performance. A case study design was adopted. A sample size of 15 respondents was selected using judgmental non-probability sampling technique. Data were collected using questionnaire, interview, observation as well as documentary sources. Collected data were analysed used SPSS and presented using tables and frequences. The findings revealed that the motivation strategies applied in the organization includes; provision of transport facilities, pay of fringe benefits, promotion of workers, regular training, provision of food allowance and cooperation between employees and management. The revealed achievement through motivating employees were such as improvement of employee living standards and working environment.The observed challenges in motivating employees were lack of fund, difficult to link incentives with performance and lack of cooperations.

 Performance Management Transformation Jun 26 2019 No other business process has endured such great debate as performance management. Viewed as a critical cornerstone for organizational alignment, it is often met with anxiety and confusion by both managers and employees. For over 50 years, strategies such as cascading goals and employee ranking have tried to add value to performance management with little success. But in recent years, new ideas have transformed the field into a less formal process designed to encourage employee behaviors that actually drive performance. Performance Management Transformation takes a practical approach to the current and future state of performance management across the organizational landscape. Case studies from Toyota, Patagonia, Medtronic, GoGo Inflight, and AbbVie, alongside research and commentary by thought leaders in the field, showcase how organizations are taking control and redesigning their performance management processes to address their specific organizational goals, strategies, needs, and preferences.

 The Open Organization Aug 28 2019 This is a story of reinvention. Jim Whitehurst, celebrated president and CEO of one of the world's most revolutionary software companies, tells first-hand his journey from traditional manager (Delta Air Lines, Boston Consulting Group) and "chief" problem solver to CEO of one of the most open organizational environments he'd ever encountered. This challenging transition, and what Whitehurst learned in the interim, has paved the way for a new way of managing—one this modern leader sees as the only way companies will successfully function in the future. Whitehurst says beyond embracing the technology that has so far disrupted entire industries, companies must now adapt their management and organizational design to better fit the Information Age. His mantra? "Adapt or die." Indeed, the successful company Whitehurst leads—the open source giant Red Hat—has become the organizational poster child for how to reboot, redesign, and reinvent an organization for a decentralized, digital age. Based on open source principles of transparency, participation, and collaboration, "open management" challenges conventional business ideas about what companies are, how they run, and how they make money. This book provides the blueprint for putting it into practice in your own firm. He covers challenges that have been missing from the conversation to date, among them: how to scale engagement; how to have healthy debates that net progress; and how to attract and keep the "Social Generation" of workers. Through a mix of vibrant stories, candid lessons, and tested processes, Whitehurst shows how Red Hat has blown the traditional operating model to pieces by emerging out of a pure bottom up culture and learning how to execute it at scale. And he explains what other companies are, and need to be doing to bring this open style into all facets of the organization. By showing how to apply open source methods to everything from structure, management, and strategy to a firm's customer and partner relationships, leaders and teams will now have the tools needed to reach a new level of work. And with that new level of work comes unparalleled success. The Open Organization is your new resource for doing business differently. Get ready to make traditional management thinking obsolete.

 The Modern Firm Dec 13 2020 The Modern Firm develops powerful conceptual frameworks for analyzing the interrelations between organizational design features, competitive strategy and the business environment. Written in a non-technical language, the book is nevertheless based on rigorous modeling and draws on numerous examples from the eighteenth century fur trading companies to such modern firms such as BP and Nokia. Written by one of the world's leading economists and experts on business strategy and organization, The Modern Firm provides new insights into the changes going on in business today and will be of interest to academics, students and managers alike. The Modern Firm was the Economist Best Business Book of the Year 2004.

 Organizational Change and Redesign Nov 11 2020 They also show how a variety of factors - including demographics, team structure, and communication processes influence the effectiveness of key managers.

 Performance-Driven Organizational Change Jun 06 2020 In this book, Lex Donaldson, one of the leading scholars in the field of organization theory, introduces a compelling theory of performance-driven organizational change, Organizational Portfolio

Theory. In explaining why organizations change and also why they fail to change, the theory reconceptualizes the organization as a portfolio with a number of different causes of organizational performance varying over time. The author argues that without a performance crisis there is a good chance that necessary organizational changes will not be forthcoming, and that moreover, the adaptive change induced by the crisis creates the capacity for fresh organizational growth.

 Accelerating Performance May 18 2021 Transform your organization into a dynamic catalyst for success Accelerating Performance is not just another "warm and fuzzy" change management book—it's a practical, comprehensive, data-driven action plan for picking up the pace and achieving more. Co-written by one of the authors of Beyond Performance, this book draws on a combination of empirical research and decades of experience advising global companies to show you how to reduce time to value by building and changing momentum more quickly than your competitors. The META framework (short for Mobilize, Execute, and Transform with Agility) offers advice for leading change at four levels: strategy, the organization, teams, and individuals. In addition to step-by-step guidance toward assessment, planning, and implementation, the book offers: A diagnostic tool for leaders, teams, and organizations to assess their starting place, and highlight the specific areas needed to improve the ability to accelerate performance. A detailed look at the factors proven to create drag—and drive—at each of the four levels: strategy, organizations, teams, and individuals. An exploration of the 39 differentiating actions that organizations can combine as dictated by their strategy and context into a winning recipe. A closer look at the practices of 23 "superaccelerators," a global (and perhaps unexpected) mix of companies that have demonstrated a consistent ability to accelerate performance. A single taste of success is all it takes to spark change, but the hard work of following through requires constant vigilance—and a plan. Learn how to capture that drive, bottle it, and use it to sustain motivation, inspiration, and achievement. Deliver at the highest level, and then turn around and do even better next time. Accelerating Performance gives leaders a step-by-step framework for taking action and transforming their organizations, teams, and even themselves—starting today.

 Peak Performance Culture Aug 01 2022 An innovative approach to driving maximum performance at all levels of an organization Peak Performance Culture: The Five Metrics of Operational Excellence is a step-by-step roadmap to achieving optimal organizational development in your company or association. This practical guide helps you accurately evaluate the current state of your company and create a strategy that maximizes its future success. Author Dave Mitchell, building upon concepts introduced in his bestselling books The Power of Understanding People and The Power of Understanding, provides new applications, effective real-world tactics, powerful organizational assessment tools, and much more. The book addresses the five critical factors for organizational success: vertical alignment, horizontal alignment, leadership ideology and corporate culture, employee experience, and customer experience. Each comprehensive chapter introduces a key component to peak performance culture — containing a detailed definition of the component, illustrative examples, expert insights, and practical considerations relevant to a diverse range of real-world situations. This must-have guide: Features exercises and assessments to identify organizational metrics drawn from 25 years of work with client organizations such as Allstate Insurance, Bank of America, Universal Studios, Hilton Worldwide, Walt Disney World, and hundreds more Explores best practices for implementing policies, procedures, and philosophies that align with an organization's mission, values, and strategy Discusses individual characteristics of high performers, how to enhance teamwork, the relationships between functional units within an organization, and employee recruitment, selection, and onboarding Addresses issues surrounding how employees responsible for customer satisfaction are experiencing their organizations Provides tools for continually evaluating and improving customer experience, including a pragmatic model that can be applied to any organization Whether your company needs to correct performance problems, or is already successful but seeking even higher levels of success, Peak Performance Culture: The Five Metrics of Operational Excellence will prove to be an invaluable resource for any organization.

 Performance Analysis for Public and Nonprofit Organizations Mar 04 2020 Performance Analysis for Public and Nonprofit Organizations provides a step-by-step guide on how to conduct applied performance analysis to improve performance for public and nonprofit organizations. It is designed as a how-to-do manual for public and nonprofit managers who want to know how to conduct performance analysis. It features a practical case-study approach, and includes plentiful exercises and examples with easy-to-use demonstrations of Microsoft Excel. The book focuses on application of performance analysis tools, not the theory of performance management. This text is an effective learning tool for students in analytical technique courses in public administration and policy programs. With other texts, students may learn about a statistical concept and calculation, but still don't understand the managerial context where the statistical tool applies. Consequently, they often fail to understand the managerial importance of statistical tools they learn, and worse, fail to recognize the correct tool to use when a managerial issue rises. This book corrects this problem by providing a managerial context that bridges statistical concepts and the managerial reality. The managerial context is performance management, in which performance data are presented, monitored, and analyzed. It is in this performance management context that the usefulness and applicability of statistical tools are illuminated for the learner. Thoroughly classroom-tested, the book is designed as a textbook for courses of analytical and statistical techniques in public administration and nonprofit management. Each chapter starts with a discussion of tools and related concepts with examples, then presents a factual case study to demonstrate the use of the tools, and ends with a list of practice questions. Equipped with the latest research, the book is also designed for public and nonprofit managers on how to use performance information to improve organizational performance.

 High-performance Work Organizations Feb 01 2020 Organizations often channel workflow around key business processes in order to enhance their productivity. Those that succeed are referred to as high-performance work organizations (HIPOs). Yet, little is known about the systems that drive high performance or even what defines a HIPO. This book, for both practicing managers and scholars, addresses that knowledge gap. It provides the field's and the authors' definitions of HIPOs, and it contains 168 annotations of recent and informative journal articles, books, and book chapters by those who have studied and worked withsuch organizations.

 Aligning IT and Business Mar 16 2021 This book examines the interplay between IT solutions and specific management methods in organizations. In particular, it assesses the impact of IT reliability on factors like employees' commitment and organizational performance. After developing the necessary theoretical foundation, the book presents a framework for aligning IT solutions with a number of specific management methods in organizations. In addition, it demonstrates the extent to which IT reliability can be an indicator for this alignment, and discusses the impact on employees' commitment and organizational performance under various management methods. Case studies from organizations in Switzerland and Poland help to illustrate the findings. In closing, the book presents roadmaps for improving IT and business alignment so as to achieve higher commitment and better results.

 Breakthrough Performance Sep 09 2020 Transform your organization. Learn to inspire the critical shared sense of urgency that is key to effective and successful innovation with acclaimed quality management gurus Ellen Gaucher and Richard Coffey as your guides. Drawing on analysis of the most current research and highlighting instructive case examples, Gaucher and Coffey will show you how to enhance organizational readiness and stimulate innovation beyond evolutionary incremental upgrades to achieve revolutionary breakthrough-level improvement in organizational performance.

 Reflective Leaders and High-Performance Organizations Sep 29 2019 An organization operating in the twenty-first century is different from one that operated during the Industrial Revolution. Todays focus is on optimizing human potential; people are the enablers of most aspects of intangible value. People develop relationships with suppliers, customers, distributors, and other

third parties through which work is executed. In Reflective Leaders and High-Performance Organizations, authors Nick Shepherd and Peter Smyth take an integrated view of organizational performance that blends a focus on both outcomes and relationships. Reflective Leaders and High-Performance Organizations suggests a framework for developing and applying an improved approach to organizational leadership and management. In addition to philosophy and conceptual approaches, it presents tested practical tools and direction. It also delivers case studies of organizations that have applied Shepherds and Smyths ideas and realized measurable improvements in the day-to-day activities of the organization, along with measurably improved outcomes from the organizational activity. Using over twenty years of practical consulting experience as well as careers in management, Shepherd and Smyth demonstrate how effective leaders can maintain a focus on organizational tasks and outcomes and do this while building and enhancing human relationships.