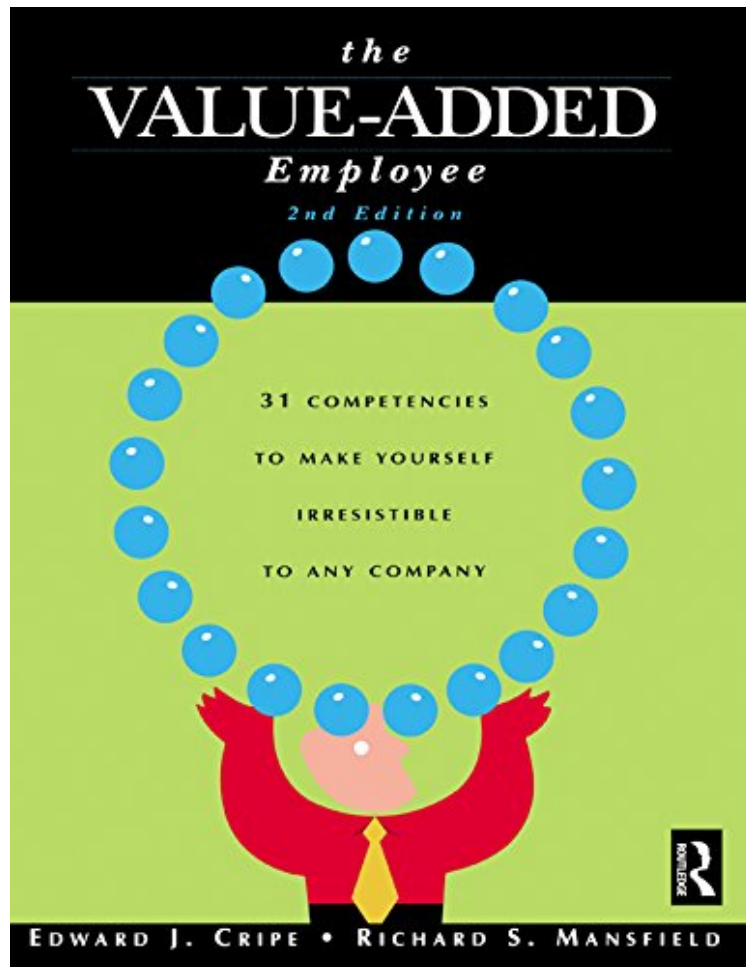


(Ebook free) The Value-Added Employee

The Value-Added Employee

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Edward Cripe, Edward J. Cripe, Richard S. Mansfield, Richard S Mansfield : The Value-Added Employee before purchasing it in order to gage whether or not it would be worth my time, and all praised The Value-Added Employee:

0 of 0 people found the following review helpful. Used it as a textbook - great resultsBy Dr. ChedI used this book as a supplemental textbook on leadership development for a master's course I taught overseas. Students loved it because of the clarity and usefulness of the charts in designing training modules, developing surveys, and assessing leadership in their organizations. They liked this book because of it's practicality better than some of the most popular authors on leadership.8 of 8 people found the following review helpful. A Highly Useful Guide!By Carlos QuinteroThe Value-Added Employee contains some excellent tools to help create specific development plans for people at all levels. The book provides the reader with an understanding of "competencies" and job competency models, concepts that have become popular in recent years with many corporations. Thirty-one competencies are featured, organized into three clear groupings: competencies that are related to working with people, business-related competencies and self-

management competencies. As a manager, I particularly appreciated the suggestions on how I can help develop or strengthen the competency for those I coach. This is a practical book, more like a workbook than a traditional book. HR departments will also find it helpful. 6 of 7 people found the following review helpful. "Great job" By Phil Jones This is an outstanding book. It helped me analyze my strengths and the areas I need to work on to get ahead. Most self-help books are too academic or "motivational". This book seems to reflect what real live corporations are looking for. The writers apparently are not egghead psychologists, but are common sense business people who have successfully implemented competency development systems in major companies. The simple, practical tools for self assessment and career planning included in the book are great. I'm surprised that more organizations haven't adopted this approach. Other non-management employees like myself who are trying to better ourselves would certainly appreciate it.

A handy guide offering a practical plan for targeting skills any employee wants to develop and employers most desire. It's hard to tell if today's competitive job market is more unsettling for employees seeking job security or companies trying to retain loyal workers. The Value-Added Employee provides fresh insights on what makes employees valuable to the organization and how companies can keep productive employees on the job. Employees will understand how to increase their personal marketability by developing specific skills, knowledge, and attitudes. Managers and coaches will find the tools and resources to make employees more valuable to the organization. Even policymakers and human resource professionals can drive change and business improvement through the application of competency modeling processes. The Value-Added Employee is a step-by-step plan for targeting the competencies an employee wants to develop and employers most desire. It discusses 31 core competencies, including interpersonal competencies, business competencies, and self-management competencies. Designed as a handbook, The Value-Added Employee is a toolkit of ideas and a workbook to be written in and referred to on a regular basis. Through its use, employees and their companies will discover a firm foundation for meeting future goals.

"I surprising have found that 'The Value-Added Employee' book has many roles in our organization. First, we use the three competency areas (people, business and self-management) to structure our managers' and employees' professional development. The model and the competencies give the managers and employees a common language to formulate development plans. Second, we give managers a copy of the book to help themselves and their employees understand all the aspects of work competencies and professional development. They both learn together and have a quick reference guide. Then, we also use the book as a 'bible' when we are conducting career planning sessions with employees. In addition, I feel the book can be used as individual self-help guide to career planning. This is definitely one of my favorite tools I use in my organization development role here at Rexall Sundown." - Carlin Murray, Manager, Corporate Learning Development, Rexall Sundown, Inc., Boca Raton, FL From the Publisher It's hard to tell if today's competitive job market is more unsettling for employees seeking job security or companies trying to retain loyal workers. 'The Value-Added Employee' provides fresh insights on what makes employees valuable to the organization and how companies can keep productive employees on the job. Employees will understand how to increase their personal marketability by developing specific skills, knowledge, and attitudes. Managers and coaches will find the tools and resources to make employees more valuable to the organization. Even policymakers and human resource professionals can drive change and business improvement through the application of competency modeling processes. 'The Value-Added Employee' is a step-by-step plan for targeting the competencies an employee wants to develop and employers most desire. It discusses 31 core competencies, including interpersonal competencies, business competencies, and self-management competencies. Designed as a handbook, 'The Value-Added Employee' is a toolkit of ideas and a workbook to be written in and referred to on a regular basis. Through its use, employees and their companies will discover a firm foundation for meeting future goals. About the Author Edward Cripe is president of Merit Performance, Inc., based in Fort Lauderdale, Florida. He has 30 years of experience in organization development, training, competency systems, performance management, and management consulting with companies such as ConAgra, American National Can, CIGNA, Ashland Oil, Cable and Wireless, and The Limited. He is co-developer of the REACH (TM) Coaching Performance Excellence Training program and author of articles that have appeared in Training and Development Journal, HR Professional, Corporate University, and others. has more than 20 years of experience in competency-based job analysis, skills assessment, management development, and course development. He has completed major competency assessment and organizational change projects for clients in most industries, including American National Can, Digital Equipment Corporation, EMC Corporation, The Travelers, Blue Cross-Blue Shield, and General Electric. Dr. Mansfield is co-author of The Psychology of Creativity and Discovery and has published numerous articles.