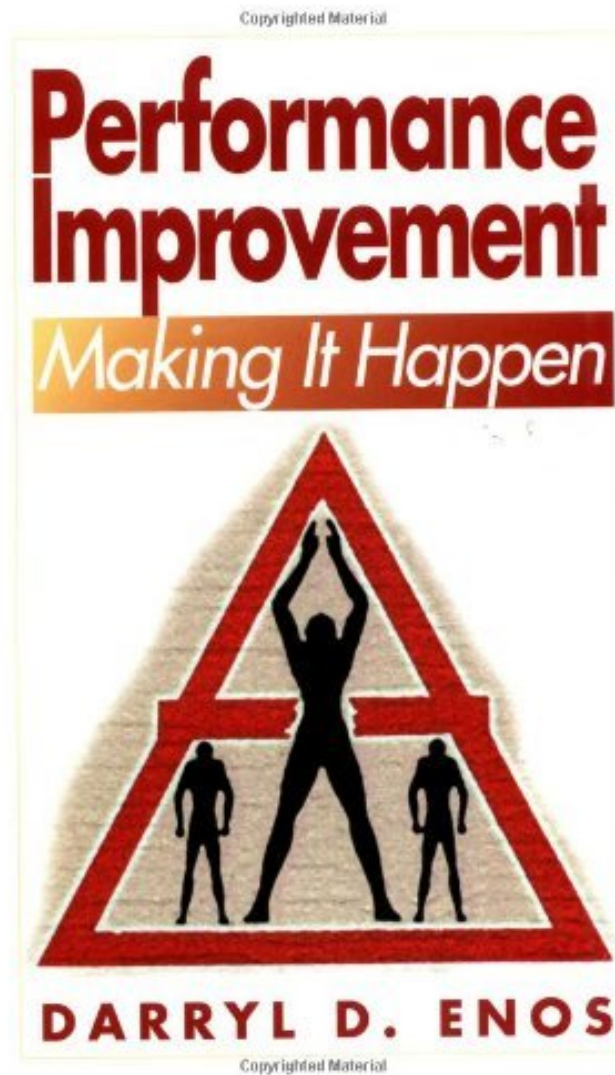


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Performance Improvement: Making It Happen

Darryl D. Enos

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Darryl D. Enos : Performance Improvement: Making It Happen before purchasing it in order to gage whether or not it would be worth my time, and all praised Performance Improvement: Making It Happen:

2 of 2 people found the following review helpful. Practical tips for improving performanceBy Tom SchroederThis book explains various theories of performance improvement and ties these theories to practical actions that managers can take to improve performance within their organization. This book could be used a textbook, but what I find appealing is that it is also a manager's guidebook. The connection between theory and practice is very useful and helps clarify the theoretical. The examples that Enos uses in the book include both successes and failures. This allows managers to benefit from the good things that others have tried as well as to avoid the problems that others have

encountered. This is a useful book.

Your business - large or small, profit or not-for-profit, government or private - will benefit from the techniques found in *Performance Improvement: Making it Happen*. It offers a comprehensive, practical approach to diagnostic performance problems and their causes. More importantly, it gives you the tools and methods for achieving major performance improvement in individuals, teams, and organizations.

This is a valuable guide to transforming the traditional organization from average to great! Enlightened managers who practice the principles outlined in this book will create enterprising solutions that promote action driven by motives other than self-interest. These managers will no longer rely on authority or management procedures but believe in talent development; they will deploy philosophy, set standards of excellence, and support their people as good stewards of talent. The outcome is the high performance organization that forever delivers 'best in class' results.-David J. Vaughn, Board of Advisors, Corporate Universities International, Corporate University Xchange, Inc. Dr. Enos uses a step-by-step approach that offers leaders a means to achieve ongoing performance improvement in their organization. This handbook gives you real cases that address specific opportunities and solutions and it also lists pitfalls that can derail efforts to improve. We have used several instruments mentioned in the book and were able to uncover and address problems immediately that might have taken months.-Dave O'Keefe, President and CEO, Landshire, Inc. This book details in very specific terms the steps to accomplishing performance improvement in most any type organization from large to small start ups. We have benefited from many of the concepts explained in this book. We have used, for example, the Model for Growth with our management team and feel they have improved their skills through its use. Hiring employees who are a good fit for our organization has been a challenge. The profiling instrument, the Achiever, has given us another tool to assess candidates and how well they will fit.-Jane Wulf, Director, Human Resources, Scottsdale Securities, Inc. This is an important and valuable book and it should become a popular text for college courses that stress application of sound conceptual principles to m workplace. Each chapter has small case studies integrated into the body of the text in an effective manner and the suggested action steps at the end of each chapter provide a set of exercises for the students.-James M. Brasfield, Ph.D., Chairperson, Department of Management, Webster University, Webster Groves, Missouri