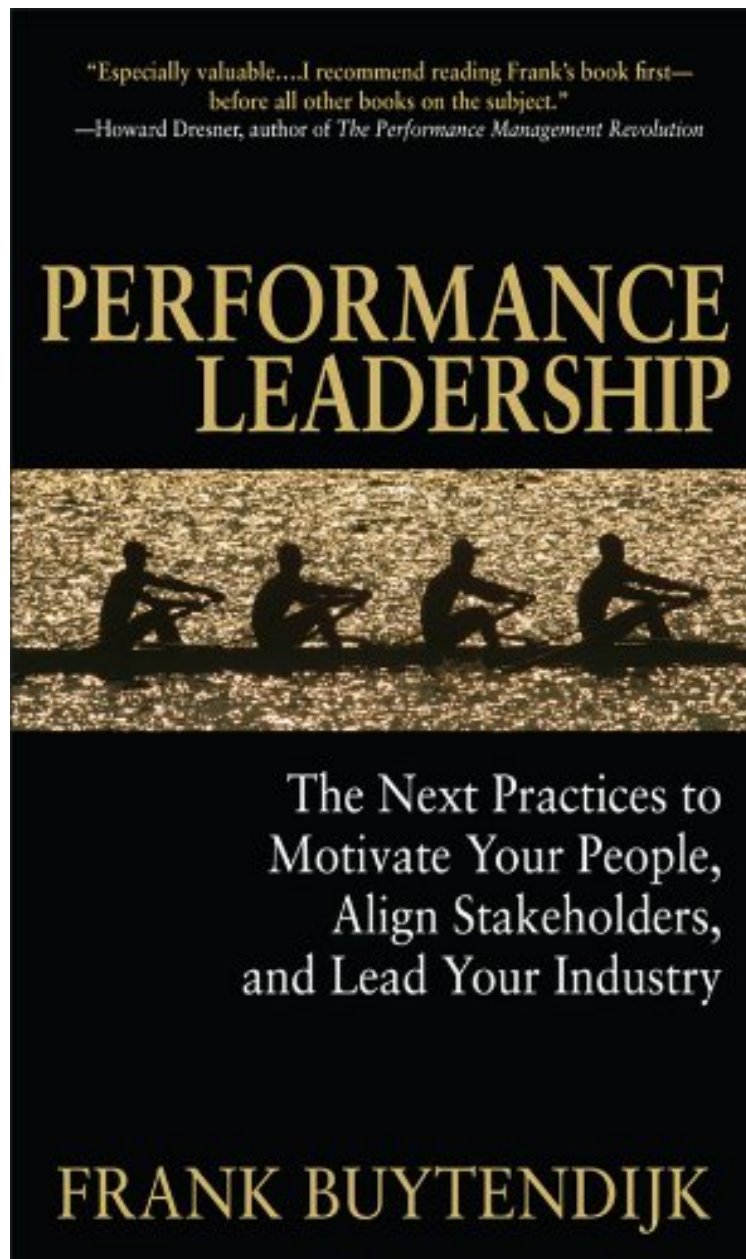


[E-BOOK] Performance Leadership: The Next Practices to Motivate Your People, Align Stakeholders, and Lead Your Industry

# Performance Leadership: The Next Practices to Motivate Your People, Align Stakeholders, and Lead Your Industry

Frank Buytendijk

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praised Performance Leadership: The Next Practices to Motivate Your People, Align Stakeholders, and Lead Your Industry:

2 of 2 people found the following review helpful. The next generation of Enterprise Performance Management By Ron W. Dimon Frank has a reputation for creative thinking, being a contrarian, and connecting disparate pieces that would otherwise not be connected in the area of Enterprise Performance Management (EPM). This book does not disappoint! Many companies are still in the "meat and potatoes" stage of EPM, meaning Planning, Analytics, BI, Management Statutory reporting, and Balanced Scorecards are disconnected, Frank gives us an aspirational vision of what EPM can be in this new book. If you work with any sort of industry maturity model to gauge where you stand with EPM, consider Frank's practices to be on the far right (or top left) of the continuum (or quadrant)! Here are a few highlights of the content:- Strategy and Organization Alignment- Traditional Methodologies (Balanced Scorecard, Beyond Budgeting, DuPont ratio analysis, activity based costing/management, six sigma)- Driving the right behaviors and balanced metrics- What's really behind "one version of the truth"- Managing with business interface metrics and key risk indicators- How Stephen Covey has influenced performance leadership- Performance networks/value mapping- a new framework for performance leadership Frank uses a lot of case studies and industry specific scenarios to explain the concepts in the book, and that helps connect his ideas to the real world. He also gives some specific advice on how to get started on the next phase of your EPM journey. The first step, he says, is to build and understand your own performance network. This will show you (and your senior management) what the key drivers of value are in your organization and in your overall ecosystem or supply and demand chain. Anyone who has or is thinking of having an EPM roadmap for their organization should read this book. Anyone who has never heard of EPM/CPM/BPM, and wants to get better at executing strategy, on improving collaboration, efficiency, and having their organization survive this downturn, should read this book. 0 of 0 people found the following review helpful. Practical ideas for establishing new best practices By Robert Fredrick This is not some textbook presenting impractical theories. The author explains, with examples, why some business metrics are not only NOT best practices, they are actually counterproductive. Every chapter details what most businesses currently do, then explains how to improve upon those practices. Employees will focus on what is measured, but sometimes the wrong things are measured. His examples are easy to understand and illustrate his points very well. If you are involved in, or hope to be involved in management at any level, you should read this book as it will open your eyes as to how businesses create many of their own problems and show you a better way. 0 of 0 people found the following review helpful. Performance Leadership By E.D. Effective leadership and Performance Management are essential in the business world. Frank Buytendijk has a lot of experience in this business. His focus is on people and their behaviors within the organization. My opinion is, if you want to be a great leader with excellent skills, begin reading this book! A lot of management books have their focus on methodologies and rules. It doesn't matter which company you work for because leadership begins with people!! ~Great Book~

Why do so many scorecard projects fail? Why do managers treat information as a source of power to be protected, instead of an asset to be exploited? Clearly there has to be a better way of managing performance. After witnessing countless initiatives fail, Oracle thought leader and former Gartner analyst Frank Buytendijk challenges conventional wisdom on the best practices of performance management and developed a new framework that predicts and improves organizational behavior--which in turn maximizes business performance both inside and outside an organization. In Performance Leadership, Buytendijk takes a breakthrough approach that focuses on people's behaviors both within and outside of the organization. He presents the "next practices" of performance management, revealing that the trick is to focus on human behaviors to create strategic alignment across the organization. After reviewing the most popular methodologies today, Frank shows how predicting and correcting human behaviors is the key to achieving your desired results. Performance management is intended to support decision making, manage business operations, and drive people's behavior. In most cases, however, the behavioral side is forgotten. The framework in Performance Leadership enables you to Motivate your people to follow a common path Avoid dysfunctional behaviors Create strategic alignment--all people taking the right actions Raise the bar of expected performance Full of case studies, practical examples, and unconventional thinking, Performance Leadership will help you create better management processes and performance indicators that will help you make the most of your scorecards and strategic plans. Our changing performance landscape is still evolving, as it continues to be formed by strict regulations on compliance and transparency, a global economy, social pressures of greater corporate responsibility, and a wave of new business innovations. In this ever-changing new business environment, Performance Leadership is a forward-thinking road map you cannot afford to be without.

From the Back Cover Your guidebook to the next level of performance management In a field dominated by finance and control, performance management authority Frank Buytendijk takes a breakthrough approach, focusing on people's behaviors within the organization and beyond. Performance Leadership outlines his breakthrough approach,

providing a practical Performance Leadership Framework that enables your organization to build a common purpose, effectively bridge conflicting objectives, and achieve results through all stakeholders. In an environment dictated by heavy regulations on compliance and transparency, a global economy, social pressures to behave responsibly and many business innovations, Performance Leadership is an insurance policy for successful performance management of the future. About the Author Frank Buytendijk is one of the world's most respected authorities on business intelligence and performance management. Over the last two decades, through his research and his presentations worldwide, Frank has built a strong recognition. Currently, Frank is Vice President of Strategy for Oracle Corp.