

THE PERFORMANCE IMPERATIVE



Performance Imperative

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The Performance Imperative Howard Risher, Charles H. Fay, 1995-06-20 This book brings together a wide range of innovative techniques and approaches for increasing people's effectiveness at work from performance measurement to gainsharing systems The Performance Imperative offers an integrated multidisciplinary approach to improving effectiveness in the workplace drawing on the expertise of the leading thinkers and practitioners in the field including Edward E Lawler III on challenges to organizational effectiveness Phillip B Crosby on quality management Susan A Mohrman on designing work teams and Jennifer Jarratt and Joseph F Coates on the new role of human resources in improving organization and human performance

Senior Leadership Teams and the Agile Organization Stephen J. Zaccaro, Nathan J. Hiller, Richard Klimoski, 2023-07-31 Senior Leadership Teams and the Agile Organization builds on existing knowledge in the leadership teams and strategic management literatures to examine and explore how senior leadership teams drive the dynamic capabilities of organizations Organizational agility is a key dimension of organizational performance This volume focuses on senior leadership team processes and attributes that facilitate organizational agility and the organization's capacity to perform and rapidly pivot in response to shifting strategic demands Chapters summarize the current state of knowledge examine past research and theory define research and theoretical gaps and consider how to address these gaps In so doing they offer an understanding of how senior leadership teams drive and enable organizational activity The book is essential reading for researchers and professionals looking to understand the intersection of leadership team dynamics organizational psychology organizational psychology and strategic management particularly in relation to organizational agility and the senior leadership team

Affect, Alienation, and Politics in Therapeutic Culture Suvi Salmenniemi, 2022-08-12 This book contributes to research on therapeutic culture by drawing on longstanding ethnographic work and by offering a new theoretical reading of therapeutic culture in today's society It suggests that the therapeutic field serves as a key site in which a number of contradictions of capitalism are confronted and lived out It shows that therapeutic engagements are inherently ambivalent and contradictory as they can be articulated and engaged with in many different ways and harnessed for diverse and often contradictory political projects The book takes issue with the interpretation of therapeutic culture as merely individualising depoliticizing and working in congruence with neoliberalism and shows that therapeutic engagements may also open up a space for contestation and critique of neoliberal capitalism animate collective action for social change and articulate alternative forms of life and subjectivities The book will speak to a wide variety of audiences in the social sciences and will be of particular interest to those working in the fields of sociology anthropology critical psychology cultural studies gender studies and critical social theory

Applied Ethics from Medicine to Humor Adela Cortina, Mauricio Correa Casanova, 2024-10-05 Applied ethics is an essential part of practical knowledge in pluralistic and democratic societies Its fundamental characteristic does not consist only in reflecting on the new moral realities of modern life but also in guiding the

deliberation and freedom of moral agents people and institutions This book comprises works on applied ethics by specialists from Spain and Chile Some topics are well known for their extensive development and dissemination such as biomedicine country development ecology economics enterprise and business and professions Others themes are presented with the novelty of current debates such as neuroethics sports humor and the city This book offers a broad look at each topic and simultaneously provides a moral compass that ethically guides professors and researchers students and professionals in order to empower their activities and institutions

Handcuffed Malcolm K. Sparrow, 2016-04-26 Whatever happened to community and problem oriented policing How the current crisis in policing can be traced to failures of reform The police shooting of an unarmed young black man in the St Louis suburb of Ferguson Missouri in August 2014 sparked riots and the beginning of a national conversation on race and policing Much of the ensuing discussion has focused on the persistence of racial disparities and the extraordinarily high rate at which American police kill civilians an average of roughly three per day Malcolm Sparrow who teaches at Harvard s Kennedy School and is a former British police detective argues that other factors in the development of police theory and practice over the last twenty five years have also played a major role in contributing to these tragedies and to a great many other cases involving excessive police force and community alienation Sparrow shows how the core ideas of community and problem solving policing have failed to thrive In many police departments these foundational ideas have been reduced to mere rhetoric The result is heavy reliance on narrow quantitative metrics where police define how well they are doing by tallying up traffic tickets issued Ferguson or arrests made for petty crimes in New York Sparrow s analysis shows what it will take for police departments to escape their narrow focus and perverse metrics and turn back to making public safety and public cooperation their primary goals Police according to Sparrow are in the risk control business and need to grasp the fundamental nature of that challenge and develop a much more sophisticated understanding of its implications for mission methods measurement partnerships and analysis

Quantifying Human Resources Clotilde Coron, 2020-06-16 Since the late 20th Century Human Resources HR has had a legal obligation to produce reports for management in most firms However these have long been considered restrictive and are seldom used to improve decision making More recently the emergence of analytics Big Data and algorithms has enabled a reconfiguration of the uses of quantification in HR Accompanied by empirical examples this book presents and defines the different tools and uses of quantification in HR It studies the effect of these tools on decision making and without subscribing to the myth of objective and rational quantification presents the contributions and limits of the use of data in HR and analyzes the potential risks of excessive quantification It also discusses the appropriation of these tools by the various players in a company and examines their effects on the position of HR

A Grammar of Rhetoric and Polite Literature Alexander Jamieson, 1875

Transactions of the Annual Meeting Ohio State Medical Society, 1901 List of members in each volume

Proceedings of the ... Annual Convention of the Investment Bankers Association of America Investment Bankers

Association of America, Investment Bankers Association of America. Convention, 1917 **Changing Urban Education**
Clarence Nathan Stone, 1998 With critical issues like desegregation and funding facing our schools dissatisfaction with public education has reached a new high Teachers decry inadequate resources while critics claim educators are more concerned with job security than effective teaching Though urban education has reached crisis proportions contending players have difficulty agreeing on a common program of action This book tells why Changing Urban Education confronts the prevailing naivete in school reform by examining the factors that shape reinforce or undermine reform efforts Edited by one of the nation s leading urban scholars it examines forces for change and resistance in urban education and proposes that the barrier to reform can only be overcome by understanding how schools fit into the broader political contexts of their cities Much of the problem with our schools lies with the reluctance of educators to recognize the profoundly political character of public education The contributors show how urban political contexts vary widely with factors like racial composition the role of the teachers union and relations between cities and surrounding metropolitan areas Presenting case studies of original field research in Baltimore Chicago Houston and six other urban areas they consider how resistance to desegregation and the concentration of the poor in central urban areas affect education and they suggest how cities can build support for reform through the involvement of business and other community players By demonstrating the complex interrelationship between urban education and politics this book shows schools to be not just places for educating children but also major employers and large spenders of tax dollars It also introduces the concept of civic capacity the ability of educators and non educators to work together on common goals and suggests that this key issue must be addressed before education can be improved Changing Urban Education makes it clear to educators that the outcome of reform efforts depends heavily on their political context as it reminds political scientists that education is a major part of the urban mix While its prognosis is not entirely optimistic it sets forth important guidelines that cannot be ignored if our schools are to successfully prepare children for the future **Imperatives and Their Logics** Nicholas J. Moutafakis, 1975 Study on the logic of normative discourse
 The Whispering Roots Cecil Day Lewis, 1970 *The Join Principle* Thomas Kurz, 2012-02-11 Master s Thesis from the year 2010 in the subject Communications Theories Models Terms and Definitions grade 1 0 with distinction University of Salzburg Cultural and Social Faculty course Interpersonal Communication language English abstract This work describes the creation and first application of an approach for facilitating intercultural interdisciplinary meetings The JOIN Principle or JOIN for short is mainly based on the Theme Centred Interaction TCI and Reteaming methodology Highlights of this work are the extensive integrated literature element on culture communication and organisational dynamics as well as one of the few analyses of current literature on TCI in the English language Additionally the TCI group phase model by Angelika and Eike Rubner including associated fears and wishes in each phase of the group development are first published here in the English language The description of JOIN is enriched with examples and guidelines on how to use this thesis as a handbook for the

application of the principle Finally five intercultural interdisciplinary workshops were conducted with JOIN and the data collected is analysed and documented in the work at hand The conclusion and outlook chapter summarises the results including personal quotations from the hiring executives of the workshops and provides suggestions for future research

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