

**Bradley L. Kirkman
Kevin B. Lowe
Dianne P. Young**



HIGH-PERFORMANCE WORK ORGANIZATIONS

**DEFINITIONS, PRACTICES, AND
AN ANNOTATED BIBLIOGRAPHY**

CENTER FOR CREATIVE LEADERSHIP

Highperformance Work Organizations Definitions Practices And An Annotated Bibliography

**Jennifer J. Deal, Valerie I. Sessa, Jodi J.
Taylor**



Highperformance Work Organizations Definitions Practices And An Annotated Bibliography:

High-performance Work Organizations Bradley Lane Kirkman, Kevin B. Lowe, Dianne P. Young, 1999 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 with such organizations Work Organization and Human Resource Management Carolina Machado, J. Paulo Davim, 2014-05-07 This book provides support to academics as well as managers who deal with policies and strategies related to work issues Effective work practices and good employee relations are a real necessity of nowadays organizations as they can help to reduce absenteeism employee turnover and organizational costs Instead they support high levels of commitment effectiveness performance as well as productivity The book focusses on the implications of those changes in productivity and organizations management It explores the models tools and processes used by organizations in order to help managers become better prepared to face the challenges and changes in work and consequently in the way how to manage today's organizations **Encyclopedia of Industrial and Organizational Psychology** Steven G. Rogelberg, 2007 Publisher description Supporting Workplace Learning for High Performance Working David N. Ashton, Johnny Sung, 2002 Explores workplace learning as a means of enhancing both work performance and the quality of working life Identifies characteristics of high performance work organizations considers the implementation of high performance work practices and investigates how far these practices are embedded in different countries Examines ways in which public policy can be used to encourage organizations to make more effective use of the skills of their employees Geographically Dispersed Teams Valerie I. Sessa, 1999 Geographically dispersed teams are work groups whose members are separated by time and distance This bibliography summarizes what the current literature has to say about how these teams should be formed developed and led A discussion of the key themes in the literature is followed by over 80 annotations of books journals and World Wide Web resources *The Complete Inklings* David P. Campbell, 1999 Topics include such key leadership issues as risk taking executive motivation decision making and corporate taboos as well as general concerns such as father son relationships the perils of travel intelligence testing civic art technology health cultural understanding and of course creativity In short this collection records the wide ranging interests of one of today's premier figures in leadership research *The Art of Engaging Unionised Employees* Jan Hendrick Nel, Bennie Linde, 2018-10-05 This book introduces a framework to assist human resource practitioners and organisations embrace strategies that will drive high engagement levels within organisations with a union presence The authors address established definitions of engagement and how they have been conceptualised in academic and practitioners literature before exploring

and unpacking circumstances that influence levels of engagement amongst employees in a unionised environment In doing so the framework introduced elaborates on approaches and interventions with the greatest potential to create improve and embed high levels of engagement within the unionised work environment Leadership Resources Center for Creative Leadership, Greensboro, NC.,2000 This guide provides over 300 pages of resources suggested by leadership educators in surveys Center for Creative Leadership staff and search of library resources This eighth edition is half new including web sites and listserv discussion groups and it places a stronger focus on meeting the needs of human resources professionals and corporate trainers An annotated bibliography groups leadership materials in several broad categories overview in context history biography and literature competencies research theories and models training and development social global and diversity issues team leadership and organizational leadership 180 pages Includes annotated lists of journals and newsletters 9 pages instruments 21 pages exercises 41 pages instrument and exercise vendors 5 pages videos 29 pages video distributors 4 pages web sites 6 pages organizations 21 pages and conferences 9 pages Contains a 66 page index of all resources TEJ **Emerging Leaders** Jennifer J. Deal,Karen Peterson,Heidi Gailor-Loflin,2001 3 What are the challenges emerging leaders face in defining and shaping their careers **Evaluating the Impact of Leadership Development** Jennifer Martineau,Kelly Hannum,2004 Approaching issues from an evaluative perspective enables leadership development professionals to consider multiple perspectives and draw lessons as a natural part of the way work is done Key Topics in Work and Organizational Psychology Springer Behavioral & Health Sciences,2022-11-03 This volume features cutting edge and impactful articles from across Springer s diverse journals publishing program In this curated collection our editorial team has brought together highly cited and downloaded articles on the topic of Work and Organizational Psychology into one single resource Moreover this book enables readers to review a broad spectrum of quality research on a specialized topic which we hope facilitates interdisciplinary and critical discussions of the topic at hand As part of the Key Topics in Behavioral Sciences book series this volume aims to serve as a quick reference for readers when writing or researching new topics or subject areas Other topics in the series will include Psychological Research Methods Health and Behavior Industrial and Organizational Psychology Sports Psychology and Consumer Behavior In the first section of the volume articles focus on such topics as Confirmatory Factor Analysis Exploratory Factor Analysis Italian Perceived Stress Scale Precarious Workers Age Corporate Social Responsibility Gender Organizational Citizenship Behavior Organizational Identification Work Experience Defensive Silence Emotional Exhaustion Interpersonal Deviance Mediation Analysis and Workplace Ostracism Next the second section features research on Conscientiousness Job Performance Psychological Strains Resource Allocation Stressors Turnover Intentions Affective Commitment Burnout Organizational Citizenship Behavior and Workplace Incivility Lastly in the final section of this collection Abusive Supervision Knowledge Sharing Leader Member Exchange Psychological Contract Self Enhancement Motive Affective Commitment Meaningful Work Moderated Mediation Positive Work Reflection Work

Centrality Felt Trust Self Determination Social Exchange Theory Trust and Uncertainty Management are discussed

Managerial Effectiveness in a Global Context Jean Brittain Leslie, Maxine A. Dalton, Christopher Ernst, Jennifer J. Deal, 2002 In 1998 the Center for Creative Leadership CCL embarked on a research study designed to understand the capacities of individuals who are effective in global roles It was created to examine the relationship between measures of effectiveness and the individual's background personality learning skills knowledge of the job and the enactment of role behaviors Seen from a larger perspective the study worked within the scope of more than a decade of reports books articles and other work devoted to answering the questions of what individuals need to be effective managing and leading global organizations

Choosing to Lead Kenneth E. Clark, Miriam B. Clark, 1996 A crucial component of leadership is the element of choice Regardless of how much a person studies leadership it is essential that he or she makes a conscious choice to accept the leadership role This book defines leadership gives examples of research in the field and explains how this knowledge can be used describes leadership development programs and surveys and considers the literature of leadership Chapters 1 through 4 define leadership and describe ways in which it might be exercised Chapters 5 and 6 highlight research methods used to demonstrate the impact of improved leadership The seventh and eighth chapters describe a leadership development program at a well known training center with a focus on the tests and materials completed by participants before arrival and the actual program activities Various programs in the education and training of leaders and managers are described in chapter 9 The ways in which experience develops and modifies leaders behaviors are reviewed in the 10th chapter Chapter 11 examines the uses of survey methods to assess the mood of group members and inform leaders of the effectiveness of their communication programs Studies of the use of power and position and the outcomes of such use are reviewed in the 12th chapter Chapter 13 summarizes literature on leadership and cultural differences and chapter 14 highlights how reported studies can help leaders work better with followers and organizations to achieve objectives A total of 127 propositions offered throughout the book are summarized in the final chapter Chapter notes 8 tables 6 figures and an index are included The appendix contains a list of questions for self review Contains 212 references LMI

Choosing Executives Jennifer J. Deal, Valerie I. Sessa, Jodi J. Taylor, 1999 Failure rate for senior executives is high consider the frequent stories in the press about yet another CEO who has been fired or has resigned prematurely Hypothesizing that the selection process is inadequate CCL researchers used the Peak Selection Simulation to ask 621 decision makers specific questions about how they use interviews HR information and search firm reports to select top level candidates This report containing thirty figures and tables and a comprehensive reference list documents this research and provides useful insights that can lead to better selection outcomes

Executive Coaching Christina A. Douglas, William H. Morley, 2000 What does a typical coaching process look like What are the steps that lead through that process This book examines these questions and others in a review of the current literature about executive coaching The authors continue the discussion with a look at the themes

revealed through their review and lay the groundwork for thinking about executive coaching as a process and relationship rather than just a brief fix it intervention

Workforce Reductions Thomas Hickok, 1999 Annotation Brings together the prevailing thinking surrounding the issue of workforce reduction to help managers and executives ensure a successful transition to a more robust and effective organization Articles and books reviewed were found in both practitioner oriented sources such as magazines and popular books as well as scholarly journals Sources were selected for annotation based on their perceived relevance to the body of literature their unique perspective and their general interest Entries are in depth with many a page or more in length Annotations are organized in three sections on the organizational the organization individual relationship and the individual perspectives Section introductions summarize key themes Hickok holds a Doctor of Public Administration degree from the University of Southern California and is a consultant to the US Defense Intelligence Agency Annotation c Book News Inc Portland OR booknews.com

The Human Factor to Profitability Jeanette Kersten, Kelly La Venture, 2015-10-06 Building a People Centered Culture for Long Term Success The Human Factor to Profitability Building a People Centered Culture for Long Term Success explores the unique factors of organizational culture and climate that highlight the role and value of employees in any organization People spend most of their time at work and being an active participant in the culture and climate of their organization impacts the bottom line Organizations that promote such values as openness trust initiative teamwork collaboration creativity and empowerment obtain better results Having employees who are engaged motivated and happy at work results in higher productivity and profitability This book showcases the research practical application and testimonials of leaders who use a people centered process in their organizations

Selecting International Executives Manuel London, Valerie I. Sessa, 1999 Organizations looking to establish and maintain a proactive global presence have executive selection requirements that go beyond traditional leadership skills These requirements also include cross cultural experience in negotiating developing and maintaining partnerships with other businesses worldwide Because the globalization of organizations is relatively new little is known about how to identify and select executives who have the skills to operate effectively in a global environment This book for practitioners and human resources professionals summarizes the most current information about the skills needed to successfully lead a global organization and defines a framework for identifying executives who possess those skills

Leadership Resources , 2000 **Organizational dynamics** American Management Associations, 2001

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