# HIGH IMPACT INTERNAL EVALUATION—

A PRACTITIONER'S GUIDE TO

EVALUATING AND CONSULTING

INSIDE ORGANIZATIONS

RICHARD C. SONNICHSEN

Darlene Russ-Eft, Hallie Preskill, Joshua B. Jordan

**High Impact Internal Evaluation** Richard C. Sonnichsen, 1999-10-11 The book gives a solid overview of the theory and practice of internal evaluation by one of its leading practitioners For readers new to internal evaluation the book clearly explains the major pros and cons of internal evaluation how evaluation fits within the organizational context and guidance about the development and management of the internal evaluation function Arnold Love private consultant and author of Internal Evaluation This book was written by an evaluator who has given deep thought to what it means to work as an internal evaluator The author combines his long experience and deep knowledge of the literature in a manner that gives people the insight needed to ply the evaluation trade effectively as in house staff in large bureaucratic organizations Jonathan A Morell Industrial Technology Institute This book shows students and professional evaluators how to effectively use the tools of internal evaluation to determine a business or program's effectiveness efficiency economy and performance Beginning with a description of the organizational context within which internal evaluation is practiced the book covers such topics as Pre conditions for high impact evaluation The value and nature of acquisition of information in organizations and how it is affected by culture individuals and the decision making process The phenomenon of change in organizations from how it affects behavior as well as ways to overcome resistance to change The staffing and structure of internal evaluation offices The consulting role that evaluators play in organizations The keys to successful internal evaluation practice How to have high impact evaluations that are utilized The art of reporting results in a manner that will influence and improve the organization **High Impact Internal Evaluation**, 2000 Today rapidly changing organizations need the best tools for driving high performance meeting customer needs measuring outcomes and improving service delivery This book shows students and professional evaluators how to effectively use the tools of internal evaluation to determine a business or program s effectiveness efficiency economy and performance The author combines his extensive experience and theory into an indispensable resource for students novice internal evaluators experienced evaluation professionals and for managers responsible for evaluating their own programs High Impact Internal Evaluation Richard C. Sonnichsen, 1999-10-11 Today rapidly changing organizations need the best tools for driving high performance meeting customer needs measuring outcomes and improving service delivery This book shows students and professional evaluators how to effectively use the tools of internal evaluation to determine a business or program's effectiveness efficiency economy and performance The author combines his extensive experience and theory into an indispensable resource for students novice internal evaluators experienced evaluation professionals and for managers responsible for evaluating their own programs **High Impact Internal Evaluation** Richard C. Sonnichsen, 2000 Today rapidly changing organizations need the best tools for driving high performance meeting customer needs measuring outcomes and improving service delivery This book shows students and professional evaluators how to effectively use the tools of internal evaluation to determine a business or program s

effectiveness efficiency economy and performance The author combines his extensive experience and theory into an indispensable resource for students novice internal evaluators experienced evaluation professionals and for managers responsible for evaluating their own programs *Internal Evaluation in the 21st Century* Boris B. Volkov, Michelle E. Baron, 2011-12-20 Nowadays a considerable amount of evaluation work is implemented internally both nationally and across the world As such it is exceedingly important for evaluators and organizations to be aware of the issues in designing and implementing internal evaluation to realize its potential for enhancing organizational growth competitive advantage and social impact This issue includes perspectives on internal evaluation from experienced evaluation practitioners from different fields and organizations who share theoretical and practical examples and case studies in promoting and conducting internal evaluation The chapters Highlight societal and organizational changes that have shaped the current trends in internal evaluation Discuss foundational issues in internal evaluation Provide rich illustrations of internal evaluation practice in different settings with diverse foci customer driven vision and a results based orientation for evaluation accountability and development and building evaluation capacity This is the 132nd volume of the Jossey Bass quarterly report series New Directions for Evaluation an official publication of the American Evaluation Association **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 The SAGE Encyclopedia of Educational Research, Measurement, and Evaluation Bruce B. work is done Frey, 2018-01-29 This encyclopedia is the first major reference guide for students new to the field covering traditional areas while pointing the way to future developments Evaluation In Organizations Darlene Russ-Eft, Hallie Preskill, Joshua B. Jordan, 2024-07-09 Take control of your resources and get the most out of your work with this helpful guide to organization and productivity From new product launches to large scale training initiatives organizations need the tools to measure the effectiveness of their programs processes and systems In the third edition of Evaluation in Organizations learning theory and evaluation experts Darlene Russ Eft Hallie Preskill and Joshua B Jordan integrate the most current research with practical application to provide the definitive resource on organizational evaluation for managers human resource professionals students and teachers From designing surveys and interviews to analyzing data to communicating results the authors present a systematic and rigorous approach to conducting evaluations and using them to foster learning and enhance performance at all levels Fully revised and updated to reflect new developments in the field this comprehensive new edition of Evaluation in Organizations is designed to be accessible to as many different learning styles as possible The Human Resources Program-Evaluation Handbook Jack E. Edwards, John C. Scott, Nambury S. Raju, 2003-07-22 The Human Resources Program Evaluation Handbook is the first book to present state of the art procedures for evaluating and improving human resources programs Editors Jack E Edwards John C Scott and Nambury S Raju provide a user friendly yet scientifically rigorous how to

guide to organizational program evaluation Integrating perspectives from a variety of human resources and organizational behavior programs a wide array of contributing professors consultants and governmental personnel successfully link scientific information to practical application Designed for academics and graduate students in industrial organizational psychology human resources management and business the handbook is also an essential resource for human resources professionals consultants and policy makers Evaluation Use and Decision-Making in Society Christina A. Christie, Anne Vo,2015-06-01 This volume addresses a fundamental and highly debated issue in the evaluation field the use of evaluation information for decision making Chapter authors honor the contributions of Professor Marvin C Alkin to the evaluation use literature and advance our thinking on the topic by exploring a wide range of issues related to the theoretical and practical challenges of using evaluation information to make informed evidence based decisions Readers will come away from this volume with a new and clearer understanding of the theoretical contextual methodological and political dimensions of use and with direction for practice Chapters are written by leading evaluation scholars including Ernest House Stewart Donaldson and Tarek Azzam Eric Barela Richard D Nunneley Jr Jean A King Kelli Johnson and Laura Pejsa Eleanor Chelimsky Michael Quinn Patton and Wanda D Casillas Rodney K Hopson and Ricardo L Gomez Evaluation Use and Decision Making in Society A Tribute to Marvin C Alkin will be of great interest to evaluation students scholars and practitioners This volume has scholarly application for those who desire a state of the art resource for the latest insights and perspectives on one of the most pressing issues that the evaluation field faces today while also serving as a useful guide for both novice and experienced evaluation practitioners It is appropriate for use in a variety of evaluation courses including Introduction to Evaluation and Procedural Issues in Evaluation as well as topical seminars such as Evaluation Use and Decision Making Human Resources Programs Jack E. Edwards, John C. Scott, Nambury S. Raju, 2007-05-04 Evaluating Human Resources Programs is a groundbreaking book that offers readers a systematic method for enhancing the value and impact of HR and supporting its emerging role as a strategic organizational leader It provides a practical framework for adjusting and realigning strategies across all types of HR programs The authors outline a proven six phase process that will maximize the likelihood of a successful HR program evaluation including real world techniques strategies and examples to illustrate their recommended steps and actions <u>Interactive Evaluation Practice</u> Jean A. King, Laurie Stevahn, 2012-04-12 You re about to start your first evaluation project Where do you begin Or you re a practicing evaluator faced with a challenging situation How do you proceed How do you handle the interactive components and processes inherent in evaluation practice Use Interactive Evaluation Practice to bridge the gap between the theory of evaluation and its practice Taking an applied approach this book provides readers with specific interactive skills needed in different evaluation settings and contexts The authors illustrate multiple options for developing skills and choosing strategies systematically highlighting the evaluator s three roles as decision maker actor and reflective practitioner Case studies and interactive examples stimulate thinking

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enables leadership development professionals to consider multiple perspectives and draw lessons as a natural part of the way work is done Advance praise for Evaluating the Impact of Leadership Development This refreshingly practical guide to evaluating leadership activities will provide the confidence and the evidence to reinvigorate the international community s support for effective leadership to address the major global issues of today John Davidson senior public sector specialist The World Bank An extremely well written book It will help evaluation practitioners demonstrate to their stakeholders where and how evaluation adds unique values to leadership development initiatives Huilan Yang evaluation manager and project leader W K Kellogg Foundation Hannum and Martineau have nailed this topic In their mission to educate and assist others in evaluating leadership development they have provided a valuable guide that is rich with practical tools and examples that enable anyone to think systematically about how to effectively demonstrate the value of their leadership development programs and approaches Leslie W Joyce vice president and chief learning officer The Home Depot Kenneth J. Linfield, Emil J. Posavac, 2018-09-03 This text provides a solid foundation in program evaluation covering the main components of evaluating agencies and their programs how best to address those components and the procedures to follow when conducting evaluations Different models and approaches are paired with practical techniques such as how to plan an interview to collect qualitative data and how to use statistical analyses to report results In every chapter case studies provide real world examples of evaluations broken down into the main elements of program evaluation the needs that led to the program the implementation of program plans the people connected to the program unexpected side effects the role of evaluators in improving programs the results and the factors behind the results In addition the story of one of the evaluators involved in each case study is presented to show the human side of evaluation This new edition also offers enhanced and expanded case studies making them a central organizing theme and adds more international examples New online resources for this edition include a table of evaluation models examples of program evaluation reports sample handouts for presentations to stakeholders links to YouTube videos and additional annotated resources All resources are available for download under the tab eResources at www routledge com 9781138103962 Human Factors Issues and the Impact of Technology on Society Lum, Heather, 2021-05-28 Human factors are the scientific discipline concerned with the understanding of interactions among humans and other elements of a system and the profession that applies theory principles data and other methods to design to optimize human well being and overall system performance Human factor issues and the impact of technology on society is a topic that is only growing and it is essential that it is considered as technology becomes more present in our daily lives This not only impacts society now but is something to be considered for the future It is also incredibly important for those in the human factors profession to consider the impact of technology for their work and for the users they are helping design for Therefore this topic has immense impact and is important to study from a research perspective to advance the understanding of how technology works how we work and how we as humans

work within the context of the technology we use Human Factors Issues and the Impact of Technology on Society examines the role of technology on society with a specific focus on human factors issues and how they are associated with and related to technology use in society A few highlighted topics within this book are digital health technologies learning technologies ethics in social technology ICT use in businesses and sustainability These topics are only a few of examples of how this book analyzes technology in all different facets of society making it ideal for a wide audience including human factors practitioners technologists sociologists policy makers teachers technology developers and designers business professionals ethicists researchers academicians students and anyone else seeking more information on how technology is impacting society through the viewpoint of human factors **Learner-Centered Instructional Design and Evaluation** Rasha AlOkaily, 2023-04-28 Learner Centered Instructional Design and Evaluation offers a forward thinking evidence based vision of technology enhanced higher education that taps into today s digital access opportunities for more dynamic agnostic and inclusive learning experiences. The recent ubiquity of digital devices has fostered a new generation of learners who are technologically adept engage in rapid social co construction of knowledge and expect increased choice and personalisation of educational content and environment Colleges and universities however continue to apply their technology tools into outdated passive pedagogies Based on theory and empirical research this book s innovative framework guides scholars and practitioners toward instructional design and evaluation approaches that leverage the anytime anywhere potential of wireless networked devices to foster flexible learning experiences and device neutral assignments Each chapter is rich with designs deliveries and evaluations of lesson plans projects and other real world course works exemplifying the procedures and principles that will rejuvenate learning amid the globalisation commodification and massification of higher education

Program Evaluation Emil J. Posavac,2015-07-22 Comprehensive yet accessible this text provides a practical introduction to the skills attitudes and methods required to assess the worth and value of human services offered in public and private organizations in a wide range of fields Students are introduced to the need for such activities the methods for carrying out evaluations and the essential steps in organizing findings into reports The text focuses on the work of people who are closely associated with the service to be evaluated and is designed to help program planners developers and evaluators to work with program staff members who might be threatened by program evaluation Behavioral-Based Interventions for Improving Public Policies Mihaila, Viorel, 2020-11-13 Behavioral based intervention in designing public policies has become an important field of study in recent years with empirical studies devoted to analyzing how to design better policies from the fields of behavioral economics social psychology sociology anthropology economy political science design human centered design and design thinking or effective state and non state bureaucracies throughout the world Therefore it is important to explore this original research on behavioral policymaking that starts from the development of policies following all the way through to the implementation of them and the many stages in between Current research on

public policy seeks to provide insights and support leadership in public administration within the framework of behavioral science Behavioral Based Interventions for Improving Public Policies aims to provide a glimpse of the theoretical frameworks in use and some of the latest practical reported research findings for behavioral based intervention in designing public policies. The chapters will explore policymaking knowledge applied in different types of communities and cultural environments. While highlighting topic areas that include policymaking policy infrastructure and policy adoption this book is ideally intended for professionals and researchers working in the fields of policymaking administrative sciences and management behavioral economics social psychology sociology anthropology economy or political science along with practitioners stakeholders academicians and students

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# High Impact Internal Evaluation A Practitioners Guide To Evaluating And Consulting Inside Organizations Introduction

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