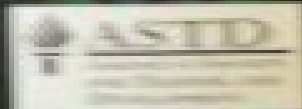


I N T E R N A L

# CONSULTING *for* HRD PROFESSIONALS

Tools, Techniques, and Strategies for Improving Organizational Performance



JERRY W. GILLEY  
AMY J. COFFERN

# Internal Consulting For Hrd Professionals

**Jerry W. Gilley, Amy J. Coffern**



## **Internal Consulting For HRD Professionals:**

**Internal Consulting for HRD Professionals** Jerry W. Gilley, Amy J. Coffern, 1994 One of the many roles of the HRD professional is that of the internal consultant Its recent increase in importance and value has brought with it increased challenges The book is a how to guide that shows how to make the transition to the often unfamiliar turf of internal consultant It covers the knowledge skills and attitudes required and expected of internal consultants how to build positive client employee relationships and how to make the transition to non traditional or non classroom training The Praeger Handbook of Human Resource Management Pamela Dixon, Jerry W. Gilley, Ann Gilley, Scott A. Quatro, 2008-11-30 The two volume Praeger Handbook of Human Resource Management is an indispensable resource for anyone with a question relating to workplace practice or policy Volume One contains information organized by HR task or topic Recruitment and selection employee development performance management compensation and benefits administration and employment law Volume Two covers organizational issues like leadership and HR strategy organizational development change management and general HR issues and workplace policy Written by experts of all stripes including HR professors HR consultants and practicing HR managers this is the one stop preeminent source for all things HR Anyone with personnel duties whether VP for Human Resources or office manager will find actionable answers to all their questions quickly Personnel management is a critical business function Make a mistake in say firing an employee and soon you may find yourself on the phone with a lawyer This handbook will help readers avoid personnel potholes and snares Volume one of this set tells among dozens of other topics how to hire well train employees evaluate and develop workers fire legally set compensation and abide by federal and state employment laws Volume two rises above the trees for a look at the forest leadership development succession planning managing change and conflict creating emergency response plans managing teams forecasting employment trends measuring results and acquiring HR credentials In addition volume two will help companies develop workplace policies on everything from suitable dress to disciplinary procedures to work life balance Entries in each category are short and to the point from 500 to 1 000 words Sprinkled throughout are longer overview theory pieces on subjects like performance management selection training and HR Strategy And the set will contain an extensive bibliography resource section and checklists on topics like hiring safety termination training and more The Best Places to Work for are also the most profitable and the most fun This handbook helps lay the foundation for building a rewarding inspiring and productive workplace where people come to work each day with smiles on their faces Human Resources and Their Development - Volume I Michael J. Marquardt, 2009-10-20 Human Resources and their Development is a component of Encyclopedia of Human Resources Policy Development and Management in the global Encyclopedia of Life Support Systems EOLSS which is an integrated compendium of twenty one Encyclopedias The Theme on Human Resources and their Development provides the essential aspects and a myriad of issues of great relevance to our world such as Human Resources and their Development

Major Issues in Human Resource Development Elements of Planning Strategies for Human Resource Development Human Life Systems Diversity and Human Development Human Development and Causes of Global Change Consequences of Global Change for Human Resource Development These two volumes are aimed at the following five major target audiences University and College Students Educators Professional Practitioners Research Personnel and Policy Analysts Managers and Decision Makers and NGOs Handbook of Human Resource Development Neal F. Chalofsky, 2014-10-07 Human Resource Development Relies Upon a Strong Educational Foundation In the Handbook of Human Resource Development Neal Chalofsky Tonette Rocco and Michael Lane Morris have compiled a collection of chapters sponsored by the Academy of Human Resource Development to address the fundamental concepts and issues that HR professionals face daily The chapters are written and supported by professionals who offer a wide range of experience and who represent the industry from varying international and demographic perspectives Topics addressed form a comprehensive view of the HRD field and answer a number of key questions Nationally and internationally how does HRD stand with regard to academic study and research What is its place in the professional world What are the philosophies values and critical perspectives driving HRD forward What theories research initiatives and other ideas are required to understand HRD and function successfully within this field As the industry grows what are the challenges and important issues that professionals expect to face What hot topics are occupying these professionals now The Handbook's insight and guidelines allows students and HR professionals to build a fundamental understanding of HRD as an industry as a field of research and for future professional success **HRD and Learning Organisations in Europe** Hilde ter Horst, Martin Mulder, Sally Sambrook, Jaap Scheerens, Jim Stewart, Saskia Tjepkema, 2002-05-23 Lifelong learning is moving from buzzword to reality for ever larger numbers of workers Firms increasingly need their workers to be active self directed learners who contribute to innovations and improvements of processes products and services Companies that explicitly encourage and support worker learning from a strategic perspective are c **Human Resource (Talent) Development** Ronald R. Sims, 2023-01-01 The rapidly transforming environment that we live in has made human resource development HRD all the more necessary for the success of today's organizations HRD initiatives help their organizations by developing employees who assist their organizations in not only surviving but thriving in our increasingly global world Today's best practice or benchmarked organizations and their HRD professionals continue to recognize the importance of employee learning knowledge skills and motivation to organizational success This recognition increasingly opens many doors as organizational leaders accept the fact that HRD initiatives can be used to ensure that organization members have what it takes to successfully meet the demands that confront them and their organizations This book takes the position that HRD can demonstrate how their initiatives help to develop a superior workforce so that the organization and its individual employees can accomplish their strategic and operational goals in service to their clients or customers This book is written with the belief that HRD professionals have many opportunities to

learn change and find ways both in and outside of the workplace to contribute to the development of learning organizations as we move further into the 21st century A major point of this book is that HRD will continue to become more and more important to organizational success when one considers the increased responsibilities HRD professionals have taken on during and post the COVID pandemic The primary audience for this book is practicing HRM and HRD professionals and other organizational leaders The book provides proven ideas important to demonstrating the value of HRD From a practical viewpoint it is based on actual experience a strong research base and accepted practices presented in an easy to read form A second target audience is students of HRD and HRM who are preparing for careers in this important field This book will help them develop a solid foundation to the study of HRD practices or initiatives that are key to HRD success regardless of the type of organization A third target audience is managers or leaders at all levels of an organization who are expected to take on a number of HRD responsibilities e g as trainers coaches mentors change agents and so on while regularly partnering with HRD professionals It offers these individuals a firsthand look at what they should expect of their HRD functions or areas and how they can effectively work with HRD professionals in their organizations to achieve the organizations strategic goals by getting the most out of its human people

**Philosophy And Practice Of Organizational Learning, Performance**

**And Change** Jerry W Gilley, Peter Dean, Laura Bierema, 2008-11-06 In this book the authors integrate the three dominant approaches to organizational development learning performance and change to create a dynamic lens through which to analyze any HRD program or initiative

Human Resource Development and Information Technology Catherine M.

Sleezer, Tim L. Wentling, Roger L. Cude, 2012-12-06 Technology people e workplaces these are the elements that fast moving organizations use to meet changing business requirements by using technology to invent new business processes to re align organizational structures and to implement new management practices Moreover it has become apparent in today s global information economy the most critical indeed the primary resource that distinguishes market leaders from everyone else is human talent Countries communities and organizations are suddenly very interested in developing the human capacities that will allow them to compete in a networked world Successful growing organizations have placed the combined development of information technology and human resources as their top priority With the help of human resource professionals organizations must grasp the pertinent aspects of both people and technology issues to create an effective e workplace These issues occur at the intersection of the disciplines of computer science operation research and human resource development Because these issues are complex they can best be understood through cross disciplinary collaboration among experts who approach them from a range of perspectives Human Resource Development and Information Technology Making Global Connections presents just such a collaborative effort from leaders in the field This book describes the changes that are occurring as technology plays a more central role in human resource development It compares methods and tools that organizations can use to create their own practices for developing their most critical resource people In addition the authors

pose a set of interesting research questions that will help us further explore how countries local communities and organizations build dynamic systems for developing a sustained competitive advantage with human talent

**Performance Consulting** William J. Rothwell, 2013-01-11 Performance Consulting If organizations are to be successful they must improve individual and organizational performance in order to establish and maintain a high performance workplace develop intellectual capital promote productivity and ultimately enhance profitability Performance Consulting reveals how to distinguish between the signs and symptoms of productivity problems from the underlying root causes and find the most ethical and cost effective solutions to solve those problems The book is written for performance consultants HR professionals and any leader who want to fulfill the role of a performance consultant in order to develop more productive workers and create a globally competitive organization Filled with illustrative examples from giants in the field of human performance technology the book describes the skills needed in order to become an effective performance consultant Step by step the author clearly shows how to uncover and deal with challenges and opportunities to improve human performance of organizations by analyzing their present and envisioning their future The book offers vital information for examining an organization's present conditions that are associated with data collection and analysis methods It also describes how to foresee future conditions of an organization associated with relevant sources in order to determine their future course Performance Consulting includes guidelines for implementing performance improvement solutions which are often identified as performance improvement interventions The book explains which approaches can offer the solutions that are likely to be most cost effective timely ethical and socially responsible No matter what size your organization or your current job responsibilities Performance Consulting offers the strategies and information needed to become a dynamic performance consultant

*The Routledge Companion to Human Resource Development* Rob F. Poell, Tonette S. Rocco, Gene L. Roth, 2014-09-25 The field of Human Resource Development HRD has grown in prominence as an independent discipline from its roots in both management and education since the 1980s There has been continual debate about the boundaries of HRD ever since Drawing on a wide and respected international contributor base and with a focus on international markets this book provides a thematic overview of current knowledge in HRD across the globe The text is separated into nine sections which explore the origins of the field adjacent and related fields theoretical approaches policy perspectives interventions core issues and concerns HRD as a profession HRD around the world and emerging topics and future trends An epilogue rounds off the volume by considering the present and future states of the discipline and suggesting areas for further research The Routledge Companion to Human Resource Development is an essential resource for researchers students and HRD professionals alike

Beyond The Learning Organization Jerry W Gilley, Ann Maycunich Gilley, 2008-08-01 Beyond the Learning Organization will help executives managers and human resource professionals put the concepts of the developmental organization into practice Experts in the field of human resource and organizational development Jerry W

Gilley and Ann Maycunich examine how the latest advances in HR principles and practices including recruiting training planning career development performance management job design and compensation and benefits can be integrated to drive corporate renewal and growth Ultimately they outline a process for creating an organizational environment that is able to address a wide variety of competitive and strategic challenges adapt to internal and external changes and recognize and reward employees at all levels for contributing to corporate goals

**Handbook of Human Performance Technology** James A. Pershing, 2006-03-31 The first two editions of the Handbook of Human Performance Technology helped define the rapidly growing and vibrant field of human performance technology a systematic approach to improving individual and organizational performance Exhaustively researched this comprehensive sourcebook not only updates key foundational chapters on organizational change evaluation instructional design and motivation but it also features breakthrough chapters on performance technology in action and addresses many new topics in the field such as certification Six Sigma and communities of practice Boasting fifty five new chapters contributors to this new edition comprise a veritable who's who in the field of performance improvement including Geary Rummler Roger Kaufman Ruth Clark Allison Rossett Margo Murray Judith Hale Dana and James Robinson and many others Praise for the third edition of the Handbook of Human Performance Technology If you are in the business of trying to improve organizational performance this Handbook should be the first place you look for answers to questions about human performance technology Joseph J Durzo CPT Ph D senior vice president and chief learning officer Archstone Smith This newest edition of the Handbook provides an unparalleled all encompassing survey of the latest theory and its practical application in this emergent field This book is a must have reference for any professional wishing to systematically improve performance within their organization Weston McMillan CPT manager training and development eBay Inc An invaluable engaging resource for anyone charged with improving workplace performance It not only provides the background and foundations of our profession but more importantly it also provides the most up to date descriptions of how to apply HPT to drive results Rodger Stotz CPT vice president and managing consultant Maritz Inc This book is filled with insights both for those who are new to the field and also for those who are experienced It offers concrete advice and examples on how to use HPT to impact business results and how to work successfully within organizations Anne Marie Laures CPT director learning services Walgreen Co The Handbook contains many of the secrets for improving the performance of individuals groups and organizations Robert F Mager author Analyzing Performance Problems and How to Turn Learners On Without Turning Them Off

**Understanding Human Resource Development** Jim McGoldrick, Jim Stewart, Sandra Watson, 2003-09-02 This edited volume contains original chapters by some of the leading researchers and writers in HRD It provides a definitive work on the design and conduct of research in HRD and identifies and examines the possibilities and limitations of particular methods and techniques Emerging debates on the purpose nature and practice and theoretical base of HRD are examined Each chapter is structured with Statement of aims Description of

theoretical and empirical context Identification and examination of methodological issues Description and evaluation of research design Critical analysis and evaluation Key learning points      Recent Research on Hydraulics and Hydrology National Research Council (U.S.). Transportation Research Board,1994 The 11 peer reviewed papers in this volume were presented at the 1994 TRB Annual Meeting during sessions sponsored by the TRB Committee on Hydrology Hydraulics and Water Quality      **Human Resource Development** John P. Wilson,1999 The definitive guide to human resource development Reflecting the changing role of training and learning this detailed text is the ideal handbook for all professional trainers and HRD professionals Clearly structured with detailed sections covering each aspect of the training cycle the book also includes a section on managing the HRD function Individual chapters cover such specific topics as The adult learner The reflective practitioner IT and training Flexible learning and Costing and auditing the HRD function Readership Trainers HR managers line managers responsible for training students of postgraduate courses in the subject      **Human Resource Development** Laura L. Bierema,Jamie L. Callahan,Carole J. Elliott,Tomika W. Greer,Joshua C. Collins,2023-10-31 Human Resource Development Critical Perspectives and Practices is a landmark textbook on HRD scholarship and practice and is a significant departure from the standard HRD texts available Based on Bierema and Callahan s framework for critical human resource development this book develops an understanding of HRD that addresses both key and contested issues of practice associated with relating learning changing and organizing for organizations This book covers the basic tenets of HRD interrogates the dominant paradigms and practices of the field teaches readers how to critically assess HRD practices and outcomes and provides critical alternatives The text also addresses HRD as a contested field and the importance for HRD professionals to reflect on their values maintain their sanity and retain their employment while attempting to do this difficult work that serves multiple stakeholders The text weaves in Points to Ponder Case in Point and Tips Tools features and exercises giving readers an insight into HRD issues across the globe This critical text offers an exciting alternative to the instrumentalist managerialist and masculine perspective of other books Designed for students and practitioners this textbook will be essential reading for upper level courses on human resource development human resource management and adult education      Contexts, Practices and Challenges: Critical Insights from Continuing Professional Education Maureen Coady,2016-10-03 Lifelong learning has become essential not only for professionals but also for those they serve Continuing professional education CPE an umbrella term used to describe the continuum of formal nonformal and informal learning opportunities that enable practicing professionals to continue to learn and to maintain professional competence across their careers is the focus of this collection The volume explores analyzes questions and critiques CPE trends and issues across a variety of contexts and it highlights new thinking and developments to assist providers and practitioners to re envision their roles and set new directions in the field of CPE This collection is inspired by the early seminal works of Cyril Houle who advocated that educational researchers and providers of CPE should listen to the experience of professionals as a basis for



supporting their professional learning This is the 151st volume of the Jossey Bass series New Directions for Adult and Continuing Education Noted for its depth of coverage it explores issues of common interest to instructors administrators counselors and policymakers in a broad range of education settings such as colleges and universities extension programs businesses libraries and museums      **Human Resource Development** Carmela D. Ortigas,2009      **Stop Managing, Start Coaching!** Jerry W. Gilley,Nathaniel W. Boughton,1996 Stop Managing Start Coaching highlights one of the most critical skill for managers performance coaching demonstrating how managers can balance the roles of trainer mentor career coach and confronter to improve productivity in the workplace      **The 2010 Pfeiffer Annual** Elaine Biech,2009-12-09 This handy resource is a ready made toolkit of ideas methods techniques and models that assist and support your work as an internal or external organizational consultant The Annual addresses the broad range of topics that are of most interest to professionals in the field The materials provide highly accessible means of interacting with a diverse variety of systems and processes The Annual focuses on communication and includes information on coaching teams strategic learning corporate responsibility and technology initiatives This important resource includes an international group of expert contributors Purchase of an Annual includes access to an associated website which features customizable versions of the reproducible items associated with each activity included in the volume

Internal Consulting For Hrd Professionals: Bestsellers in 2023 The year 2023 has witnessed a noteworthy surge in literary brilliance, with numerous captivating novels captivating the hearts of readers worldwide. Lets delve into the realm of bestselling books, exploring the fascinating narratives that have captivated audiences this year. The Must-Read : Colleen Hoover "It Ends with Us" This poignant tale of love, loss, and resilience has captivated readers with its raw and emotional exploration of domestic abuse. Hoover expertly weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can succeed. Internal Consulting For Hrd Professionals : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This captivating historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids captivating storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Internal Consulting For Hrd Professionals : Delia Owens "Where the Crawdads Sing" This evocative coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens crafts a tale of resilience, survival, and the transformative power of nature, entrancing readers with its evocative prose and mesmerizing setting. These popular novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of compelling stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a masterful and suspenseful novel that will keep you guessing until the very end. The novel is a cautionary tale about the dangers of obsession and the power of evil.

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