Great Britain is ageing, but doesn’t seem to know it. Despite numerous warnings from official reports, the Government has ignored or neglected the ‘car-crashes’ ahead. Yet it doesn’t have to be all doom & grey gloom. In this detailed new book, Martin Slattery seeks to show there is a “silver side” to this Age Revolution.

Effect better outcomes with a robust coaching program The CCL Handbook of Coaching in Organizations deals with the practical, ethical, and political challenges of coaching within an organization. From coaching superiors to coaching business teams, this book outlines the Center for Creative Leadership (CCL) approach to professional coaching to help readers better manage leadership development and talent management program outcomes. With expert guidance on the key functions of human resources, learning and development, and organizational development, readers will gain insight into the issues associated with coaching program implementation and management, and the use of internal versus external coaches. Coverage includes a wide range of coaching-based services used in most large organizations, with practical advice on creating the right programs for maximum impact within the available budget. Professional development is a hot topic and plays a key role in retaining the best talent. Coaching is a broad area within the field, encompassing a range of services and goals, with varied expectations and requirements. This book provides actionable guidance for those designing, initiating, and implementing coaching programs, with new approaches and techniques that drive better outcomes. Provide direct coaching within an organization Manage coaching systems and programs Initiate and lead mentoring and peer-coaching programs Manage external coaches, and deal effectively with coaching suppliers An ideal coaching program must balance need with budget and be tailored to the requirements and resources of both the organization and the participants. It’s a complex undertaking, but the right strategy and planning can lead to even better than expected outcomes. For the human resources professional who wants to strengthen an organization’s coaching program, CCL Handbook of Coaching in Organizations is a thoughtful reference for a specialized function.

Don’t squander your most valuable resource! Collectively, your workers are your company’s most important and most valuable asset. To make the most of this asset, nothing beats quantitative performance and investment measurement. Learning and Development is an 80 billion-dollar industry, and every valuable employee represents a sizable investment on the part of your company. To keep your business moving forward, effective management of human capital is crucial. It generates plenty of data, and deep analysis of this data helps you provide feedback and make adjustments to capitalize on the combined knowledge, skills, and creativity of your workers. Developing Human Capital: Using Analytics to Plan and Optimize Your Learning and Development Investments provides a guidebook for collecting, organizing, and analyzing the data surrounding human capital so you can make the most of your employees’ potential. Use predictive analytics to optimize human capital investments Learn effective study design and alignment Get the tools you need for measurement, surveys, and analysis Decide what to measure and how to measure it Outline your company’s current and future analytics technology needs Map data sources, and overcome barriers to data collection Authors Gene Pease, Bonnie Beresford, and Lew Walker provide case studies in which major companies applied human capital analytics to guide people decisions, and expand upon the role of analytics in Learning and Development. Developing Human Capital: Using Analytics to Plan and Optimize Your Learning and Development Investments is an essential guide to 21st century human resources and management practices, and can keep you from squandering your company’s most valuable resource.

This book is the first practical, hands-on guide that shows how leaders can build psychological safety in their organizations, creating an environment where employees feel included, fully engaged, and encouraged to contribute their best efforts and ideas. Perhaps the leader’s most challenging task is to increase intellectual friction while decreasing social friction. When this doesn’t happen and it becomes emotionally expensive to say what you truly think and feel, that lack of psychological safety triggers the self-censoring instinct, shuts down learning, and blocks collaboration and creativity. Timothy R. Clark, a former CEO, Oxford-trained social scientist, and organizational consultant, provides a research-based framework to help leaders transform their organizations into sanctuaries of inclusion and incubators of innovation. When leaders cultivate psychological safety, teams and organizations progress through four successive stages. First, people feel included and accepted; then they feel safe to learn, contribute, and finally, challenge the status quo. Clark draws deeply on psychology, philosophy, social science, literature, and his own experiences to show how leaders can, and must, set the tone and model the ideal behaviors—as he says, “you either show the way or get in the way.” This thoughtful and pragmatic guide demonstrates that if you
banish fear, install true performance-based accountability, and create a nurturing environment that allows people to be vulnerable as they learn and grow, they will perform beyond your expectations.

In the modern age of remote working and flexible work hours, why have most office spaces remained relatively unchanged for decades? In Where Is My Office?, Chris Kane draws upon his extensive knowledge and experience in commercial property to investigate the new-found significance of innovative corporate real estate thinking in the modern workplace. With the rise of agile working, hot-desking and new technological innovations, the traditional office space no longer serves the needs of the modern workforce. With a foreword from Mark Thompson, CEO of The New York Times, this fascinating book highlights the bold new solutions to workplace practices which have the potential to invigorate employee productivity while simultaneously trimming excess costs. Chris poses his ground-breaking ‘Smart Value’ formula which underpinned the success of his redevelopment of the property portfolio of the BBC, and which can be adapted to enact meaningful and lasting organizational change in any business. This formula is supported through in-depth case studies from Chris’s prestigious career, while interviews with prolific industry insiders such as Ronen Journo, SVP of WeWork and Mark Dixon, founder of Regus, provide fascinating insights into the ground-breaking strategies that are transforming the commercial property sector. Where is My Office? is a must-read for any business leader looking to revitalise their workplace and develop a greater understanding of the beneficial impacts that innovative workplace strategies can have upon their organization’s success.

Onboarding turns the key, opening the door to talent development. Investing in onboarding means investing in employee success and the business of the future. Effective onboarding programs both increase and facilitate employee engagement and business results; onboarding shortens the employee learning curve by increasing job knowledge. If you need to design, revise, or expand your company’s onboarding program, Effective Onboarding offers a simple-to-follow path forward. Talent development experts Norma Dávila and Wanda Piña-Ramírez combine their significant consulting experience and the latest onboarding trends to create a single source for onboarding best practices, job aids, templates, and checklists. Also included are examples and stories based on real-life situations the authors have encountered in their practice. While many books about onboarding limit their approach to employee recruitment and selection, this book is more comprehensive, following employees through their first year on the job. Effective Onboarding clarifies the differences between orientation and onboarding, describes how to build a business case for your onboarding program, and guides you to design, implement, evaluate, and sustain the program that’s right for your organization. Effective Onboarding is part of a new ATD series, What Works in Talent Development, which addresses the most critical topics facing today’s talent development practitioners. Each book in the series is written for trainers, by trainers, and offers a clear, step-by-step path to solve real issues.

New products are the major driver of revenue growth in today’s dynamic business environment. In this Handbook, the world’s foremost experts on new product development bring together the latest thinking on this vitally important topic. These thought-leading authors organize knowledge into useful and insightful frameworks covering all aspects of new product development: companies, collaborators, customers, context, markets, and performance. Managers will benefit from the handbook by expanding their knowledge of new product development and researchers will learn about opportunities to continue expanding on this body of knowledge.

Since the first edition in 1948, Patty’s Industrial Hygiene and Toxicology has become a flagship publication for Wiley. During its nearly seven decades in print, it has become a standard reference for the fields of occupational health and toxicology. The volumes on industrial hygiene are cornerstone reference works for not only industrial hygienists but also chemists, engineers, toxicologists, lawyers, and occupational safety personnel. Volume 1 covers Introduction of Industrial Hygiene and Recognition of Chemical Agents. In addition to revised and updated chapters, a number of new chapters reflect current technology and concerns. The chapters include Ethics in Industrial Hygiene, Prevention through Design, Risk Communication, Managing Workplace Demographics, and Mastering Digital Media for Workers, Employers and Community Practice.

Sheila H. Akabas and Paul A. Kurzman present a comprehensive look at the ways in which management, labor organizations, government, and the social work profession can better respond to the needs of workers and their families and communities. Focusing on the social, psychological, and economic conditions of the workplace, this volume addresses the domino impact of unemployment; the inadequacy of insurance, benefit, and support systems; barriers to entering the workforce; the conflict between work and family obligations; the sometimes unsupportive nature of many jobs and settings; and the difficulties faced by people with chronic or acute illnesses. In conclusion, the authors assess current trends and consider the future possibilities of career counseling, pre-retirement preparation, disability management, executive coaching, manpower programming, and managed care. Case studies and study questions accompany each chapter.

Conquer the most essential adaptation to the knowledge economy—The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth offers practical guidance for teams and organizations who are serious about success in the modern economy. With so much riding on innovation, creativity, and spark, it is essential to attract and retain quality talent—but what good does this talent do if no one is able to speak their mind? The traditional culture of “fitting in” and “going along” spells doom in the knowledge economy. Success requires a continuous influx of new ideas, new challenges, and critical thought, and the interpersonal climate must not suppress, silence, ridicule or intimidate. Not every idea is good, and yes there are stupid questions, and yes dissent can slow things down, but talking through these things is an essential part of the creative process. People must be allowed to voice half-finished thoughts, ask questions from left field, and brainstorm out loud; it creates a culture in which a minor flub or momentary lapse is no big deal, and where actual mistakes are owned and corrected, and where the next left-field idea could be the next big thing. This book explores this culture of psychological safety, and provides a blueprint for bringing it to life. The road is sometimes bumpy, but succinct and informative scenario-based explanations provide a clear path forward to constant learning and healthy innovation. Explore the link between psychological safety and high performance. Create a culture where it’s “safe” to express ideas, ask questions, and admit mistakes. Nurture the level of engagement and candor required in today’s knowledge economy. Follow a step-by-step framework for...
establishing psychological safety in your team or organization: Shed the “yes-men” approach and step into real performance. Fertilize creativity, clarify goals, achieve accountability, redefine leadership, and much more. The Fearless Organization helps you bring about this most critical transformation.

From well-respected human resources and corporate training experts Jeanne C. Meister and Karie Willyerd, a must-read guide to the innovative strategies that the best companies are using to create a workplace that the best talent chooses—both today and in 2020. In The 2020 Workplace, Meister and Willyerd offer a battle plan to start winning tomorrow's employees today.

Experts from across all industrial-organizational (IO) psychology describe how increasingly rapid technological change has affected the field. In each chapter, authors describe how this has altered the meaning of IO research within a particular subdomain and what steps must be taken to avoid IO research from becoming obsolete. This Handbook presents a forward-looking review of IO psychology's understanding of both workplace technology and how technology is used in IO research methods. Using interdisciplinary perspectives to further this understanding and serving as a focal text from which this research will grow, it tackles three main questions facing the field. First, how has technology affected IO psychological theory and practice to date? Second, given the current trends in both research and practice, could IO psychological theories be rendered obsolete? Third, what are the highest priorities for both research and practice to ensure IO psychology remains appropriately engaged with technology moving forward?

Diversity at Work: The Practice of Inclusion How can organizations, their leaders, and their people benefit from diversity? The answer, according to this cutting-edge book, is the practice of inclusion. Diversity at Work: The Practice of Inclusion (a volume in SIOP's Professional Practice Series) presents detailed solutions for the challenge of inclusion—how to fully connect with, engage, and empower people across all types of differences. Its editors and chapter authors—all topic experts ranging from internal and external change agents to academics—effectively translate theories and research on diversity into the applied practice of inclusion. Readers will learn about the critical issues involved in framing, designing, and implementing inclusion initiatives in organizations and supporting individuals to develop competencies for inclusion. The authors’ diverse voices combine to provide an innovative and expansive model of the practice of inclusion and to address its key aspects at the individual, group, and organizational levels. The book, designed to be a hands-on resource, provides case studies and illustrations to show how diversity and inclusion operate in a variety of settings, effectively highlighting the practices needed to benefit from diversity. This comprehensive handbook: Explains how to conceptualize, operationalize, and implement inclusion in organizations. Connects inclusion to multiple dimensions of diversity (including gender, race, ethnicity, nationality, social class, religion, profession, and many others) in integrative ways, incorporating specific and relevant examples. Includes models, illustrations, and cases showing how to apply the principles and practices of inclusion. Addresses international and multicultural perspectives throughout, including many examples. Provides practitioners with key perspectives and tools for thinking about and fostering inclusion in a variety of organizational contexts. Provides HR professionals, industrial-organizational psychologists, D&I practitioners, and those in related fields—as well as anyone interested in enhancing the workplace—with a one-stop resource on the latest knowledge regarding diversity and the practice of inclusion in organizations. This vital resource offers a clear understanding of and a way to navigate the challenges of creating and sustaining inclusion initiatives that truly work. A division of the American Psychological Association and established in 1945, the Society for Industrial and Organizational Psychology (SIOP) is the premier association for professionals charged with enhancing human well-being and performance in organizational and work settings. SIOP has more than 7,000 members.

Exploring a range of educational developments and practices in different national contexts in Australia, Canada and Switzerland, this book analyses the effectiveness of such initiatives. Case studies in the book include business and online education, supporting students with disabilities and school-wide pedagogical improvement.

The integration of new technology and global collaboration has undoubtedly transformed learning in higher education from the traditional classroom setting into a domain of support services, academic programs, and educational products which are made available to learners. The Handbook of Research on Transnational Higher Education is a unique compilation of the most recent research done by higher education professionals in the areas of policy, governance, technology, marketing, and leadership development. This publication succeeds in highlighting the most important strategies and policies for professionals, policymakers, administrators, and researchers interested in higher education management.

The term ‘work-life balance’ refers to the relationship between paid work in all of its various forms and personal life, which includes family but is not limited to it. In addition, gender permeates every aspect of this relationship. This volume brings together a wide range of perspectives from a number of different disciplines, presenting research findings and their implications for policy at all levels (national, sectoral, enterprise, workplace). Collectively, the contributors seek to close the gap between research and policy with the intent of building a better work-life balance regime for workers across a variety of personal circumstances, needs, and preferences. Among the issues and topics covered are the following: – differences and similarities between men and women and particularly between mothers and fathers in their work choices; – ‘third shift’ work (work at home at night or during weekends); – effect of the extent to which employers perceive management of this process to be a ‘burden’; – employers’ exploitation of the psychological interconnection between masculinity and breadwinning; – organisational culture that is more available for supervisors than for rank and file workers; – weak enforcement mechanisms and token penalties for non-compliance by employers; – trade unions as the best hope for precarious workers to improve work-life balance; – crowding work (on-demand performance of tasks by persons selected remotely through online platforms from a large pool of potential and generic workers); – an example of how to use work-life balance insights to evaluate the law; – collective self-scheduling; – employers’ duty to accommodate; and – nancial hardship as a serious threat to work-life balance. As it has been shown clearly that work-life conflict is associated with negative health outcomes, exacerbates gender inequalities, and many other concerns, this unusually rich collection of essays will resonate particularly with concerned lawyers and legal academics who ask what work-life balance literature has to offer and how law should respond.

This new handbook, with contributions from experts around the world, is the most comprehensive treatise on work design and job analysis practice and research in over 20 years. The handbook, dedicated to Sidney Gael, is the next generation of Gael’s successful Job Analysis Handbook for Business, Industry and Government, published by Wiley in 1988. It consists of four parts: Methods, Systems, Applications and Research Innovations. Finally, a tightly integrated, user-friendly handbook, of interest to students, practitioners and researchers in the field of Industrial Organizational
Psychology and Human Resource Management. Sample Chapter available: Chapter 24, Training Needs Assessment by Eric A. Surface is available for download.

Arms you with powerful tools for overcoming resistance to change and creating a culture of collaboration, engagement, and employee empowerment Your people are your most valuable asset, and if you want them to excel (and your profits to soar), you'll need to abandon your traditional command-and-control management style and adopt a collaborative, open leadership approach – one that engages and empowers your people. While this isn’t a particularly new idea, many leaders, while they may pay lip service to it, don’t really understand what it means. And most of those who do get it lack the skills for putting it into practice. In Flat Army you’ll find powerful leadership models and tools that help you challenge yourself and overcome your personal obstacles to change, while pushing the boundaries of organizational change to create a culture of collaboration. Develops an integrated framework incorporating collaboration, open leadership, technologies, and connected learning Shows you how to flatten the organizational pyramid and engage with your peoples in more collaborative and productive ways without undermining your authority Explains how to deploy a Connected Leader mindset, a Participative Leader Framework, and a Collaborative Leadership Action Model Arms you with powerful tools for becoming a more visible leader who demonstrates the qualities and capabilities needed to become an agent of positive change

As seen in Fast Company, Inc., Entrepreneur, Quartz at Work, Big Think, Chief Learning Officer, Chief Executive Officer, and featured in the Financial Times, and Forbes Recommended Reading for Creative Leaders. The workplace is going through a large-scale transition with digitalization, automation, and acceleration. Critical skills and expertise are imperative for companies and their employees to succeed in the future, and the most forward-thinking companies are being proactive in adapting to the shift in the workforce. Kelly Palmer, Silicon Valley thought-leader from LinkedIn, Degreed, and Yahoo, and David Blake, co-founder of Ed-tech pioneer Degreed, share their experiences and describe how some of the smartest companies in the world are making learning and expertise a major competitive advantage. The authors provide the latest scientific research on how people really learn and concrete examples from companies in both Silicon Valley and worldwide who are driving the conversation about how to create experts and align learning innovation with business strategy. It includes interviews with people from top companies like Google, LinkedIn, Airbnb, Unilever, NASA, and Mastercard; thought leaders in learning and education like Sal Khan and Todd Rose; as well as Thinkers50 list-makers Clayton Christensen, Daniel Pink, and Whitney Johnson. The Expertise Economy dares you to let go of outdated and traditional ways of closing the skills gap, and challenges CEOs and business leaders to embrace the urgency of re-skilling and upskilling the workforce.

Inclusive Guide Provides Practical Applications for Workplace Education from Diverse Perspectives The Wiley Handbook of Global Workplace Learning explores the field of workplace education using contributions from both experts and emerging scholars in industry and academia. Unlike many previously published titles on the subject, the Handbook focuses on offering readers a truly global overview of workplace learning at a price point that makes it accessible for independent researchers and Human Resources professionals. Designed to strike a balance between theory and practice, the Handbook provides a wealth of information on foundational topics, theoretical frameworks, current and emerging trends, technological updates, implementation strategies, and research methodologies. Chapters covering recent research illustrate the importance of workplace learning topics ranging from meditation to change management, while others give pragmatic and replicable applications for the design, promotion, and implementation of impactful learning opportunities for employees at any company, regardless of industry. A sampling of topics addressed includes: “Using an Experiential Learning Model to Design an Assessment Framework for Workplace Learning” “Measuring Innovative Thinking and Acting Skills as Workplace-Related Professional Competence” Multiple chapters specifically addressing international business, such as “Competency in Globalization and Intercultural Communication”, “Global Strategic Planning” and “Global Talent Management” Research and recommendations on bridging generational and cultural divides as well as addressing employee learning disabilities With its impressive breadth of coverage and focus on real-world problem solving, this volume serves as a comprehensive tool for examining and improving practices in global workplace learning. It will prove to be a valuable resource for students and recent graduates entering the workforce and for those working in Human Resources and related fields.

Developing motivated, competent employees is critical to the success of every organisation. Employee Development on a Shoestring provides time-bound and budget-strapped managers with the implementation tools and techniques to develop their team members cost-effectively using organic opportunities found all around their workplace. With real-life examples, case studies, and hands-on worksheets and exercises, Employee Development on a Shoestring is a tremendous asset for everyone interested in developing highly competent, engaged, and skilled workers in a variety of creative and immediately available ways outside the training classroom and ‘outside the box’.

A co-founder of NextSpace demonstrates how employees from any personal or professional background can achieve success in today's dynamic economy, explaining how a rise in non-traditional employment is creating potentially lucrative opportunities for growth. 25,000 first printing.

DISRUPTIVE TECHNOLOGIES. THE GIG ECONOMY. BREADWINNER MOMS. DATA-DRIVEN RECRUITING. PERSONALIZED LEARNING. In a business landscape rocked by constant change and turmoil, companies like Airbnb, Cisco, GE Digital, Google, IBM, and Microsoft are reinventing the future of work. What is it that makes these companies so different? They're strategic, they're agile, and they're customer-focused. But, most important, they're game changers. And their workplace practices reflect this. The Future Workplace Experience presents an actionable framework for meeting today's toughest business disruptions head-on. It guides you step-by-step through the process of recruiting top employees and building an engaged culture—one that will drive your company to long-term success. Two of today's leading voices on the future of work, provide 10 rules for rethinking, reimagining, and reinventing your organization, including: "MAKE THE WORKPLACE AN EXPERIENCE • BE AN AGILE LEADER • CONSIDER TECHNOLOGY AN ENABLER AND DISRUPTOR • EMBRACE ON-DEMAND LEARNING • TAP THE POWER OF MULTIPLE GENERATIONS • PLAN FOR MORE GIG ECONOMY WORKERS Everything we took for granted in the past—from what we expect from our jobs to what we do with and how—is changing before our eyes. The strongest organizations today are “learning machines.” New challenges require new solutions—and these organizations are finding them. If you want to compete in the years to come, you have to meet the future now. The Future Workplace Experience is your playbook for taking your organization to the top of your industry.
This book focuses on workplace innovation, which is a key element in ensuring that organizations and the people within them can adapt to and engage in healthy, sustainable change. It features a collection of multi-level, multi-disciplinary contributions that combine theory, research and practical perspectives. In addition, the book presents new perspectives from a number of nations on policies with novel theoretical approaches to workplace innovation, as well as international case studies on the subject. These cases highlight the role of leadership, the relation between workplace innovation and well-being, as well as the do’s and don’ts of workplace innovation implementation. Whether you are an experienced workplace practitioner, manager, a policy-maker, unionist, or a student of workplace innovation, this book contains a range of tips, tools and international case studies to help the reader understand and implement workplace innovation.

Procurement 4.0 provides insights and guidance on how to best face the current and upcoming challenges for procurement organizations. Although digitization might be considered a driving factor behind Procurement 4.0 it is far too shortsighted to limit Procurement 4.0 solely on apps and automation. To gain a clearer picture of future procurement, the authors conducted interviews with leading procurement heads of global corporates such as BMW, Lufthansa, Maersk, BP and Allianz. These industry examples combined with various other cases offer a practical view to shed light on this still rather theoretical construct. Four dimensions of a 4.0 Procurement framework are further explored to address and react to business needs of the future: Competing value chains, co-creation, leadership and digital transformation. Besides industry examples, each chapter contains “survival tips” as impulses for procurement managers to lift their teams to the next level.

Although the precepts of software engineering have been around for decades, the field has failed to keep pace with rapid advancements in computer hardware and software. Modern systems that integrate multiple platforms and architectures, along with the collaborative nature of users who expect an instantaneous global reach via the Internet, require u

Industrial Revolution 4.0 is upon us, with disruptive technology rapidly changing our personal and professional lives. In this climate it is not clear how organization reorganization will take place and there is haziness over the strategic HRM required to attract, develop, and retain talent.

This timely guide explains how businesses can effectively integrate and coordinate career and succession planning programs to meet the personnel demands of the future. • Examines career development in a much broader manner than is traditionally the case by focusing on both the personal and professional development planning needs of employees • Demonstrates how employees who are given tools and organizational guidance necessary to plan their development will usually be more successful in meeting their career aspirations • Expands on the organization’s role in establishing career development programs to answer the question of who is responsible—the organization, the employee, or both • Includes cutting-edge research by leading consulting firms such as BlessingWhite, Manpower Group, and DDI • Offers content that will be equally valuable to students, practitioners, and academicians

Published in association with ELIG, the aim of this new book series is to focus on key trends and innovations - pedagogic, technological, and commercial - which are either impacting, or have the potential to impact the ways in which digital learning and education is understood, developed and delivered within academic, public and private sectors.

For 21st-century entrepreneurs, this book provides the practical guidance they need to overcome the often intimidating challenges of starting, organizing, and running a new business effectively and efficiently. • 400 unique evaluative descriptions of print and electronic resources for initial start-up, creating a business plan, management, marketing, personnel and HR, and competitive analysis • Screenshots of important and useful web pages • A glossary of relevant terms and acronyms • An index provides access by author, title, subject, and webpage

Axiom Business Book Award Silver Medal Winner DISRUPTIVE TECHNOLOGIES. THE GIG ECONOMY. BREADWINNER MOMS. DATA-DRIVEN RECRUITING. PERSONALIZED LEARNING. In a business landscape rocked by constant change and turmoil, companies like Airbnb, Cisco, GE Digital, Google, IBM, and Microsoft are reinventing the future of work. What is it that makes these companies so different? They’re strategic, they’re agile, and they’re customer-focused. But, most important, they’re game changers. And their workplace practices reflect this. The Future Workplace Experience presents an actionable framework for meeting today’s toughest business disruptions head-on. It guides you step-by-step through the process of recruiting top employees and building an engaged culture—one that will drive your company to long-term success. Two of today’s leading voices on the future of work, provide 10 rules for rethinking, reimagining, and reinventing your organization, including: • MAKE THE WORKPLACE AN EXPERIENCE • BE AN AGILE LEADER • CONSIDER TECHNOLOGY AN ENABLER AND DISTRUPTOR • EMBRACE ON-DEMAND LEARNING • TAP THE POWER OF MULTIPLE GENERATIONS • PLAN FOR MORE GIG ECONOMY WORKERS Everything we took for granted in the past—from what we expect from our jobs to whom we work with and how—is changing before our eyes. The strongest organizations today are “learning machines.” New challenges require new solutions—and these organizations are finding them. If you want to compete in the years to come, you have to meet the future now. The Future Workplace Experience is your playbook for taking your organization to the top of your industry.

This book is to help architects, design teams and University clients (estates departments, and academics) in their pursuit of practical and innovative solutions for the creation of enabling higher education learning environments. It includes abundant examples of solutions to design problems and advice on best practice. This book argues that investment in the higher education sector is a driver for intellectual, social and economic development, offering opportunities for positive impacts for the physical environment on the character and performance of higher education. The editor believes that good outcomes result from good design, which should address elements such as learning from best current practice, the importance of clear briefing, good environmental performance, the positive social impacts and, also, the importance of ensuring a beautiful outcome. It has chapters contributed from leading-edge practices, including case studies with highly illustrated project examples. All this is underpinned by an understanding of the practicalities of working in the sector as well as the socio-political and economic context and trends shaping future practice.

This book offers strategic leaders with essential information for their most important role: the change management function of positioning the organization for success into the future. To do so,
leaders need to sort through a myriad of forecasts, predictions and weak indicators of change to make timely decisions. This volume addresses the most critical factor for future success: people and, specifically, harnessing the potential the current youth cohort will bring when they join the full-time workforce. Drawing on multi-disciplinary analyses by 37 researchers, the book presents an integrative assessment of the characteristics that those in the current youth cohort are likely to bring to the workplace. The focus is on those born after 2005 with an examination of the implications of this cohort being raised from birth immersed in an increasingly omnipresent digital environment which extends far beyond social media. The authors see the coming ‘digital tsunami’ as creating disruptive effects across major elements of our economy and even society however optimistically conclude that the digital environment and the development of 21st Century skills in schools will equip the next generation with essential competencies, attitudes, social skills and work goals. The key to harnessing the potential of this generation will be to modify current human resources and workplace practices which will mean sweeping away much of the ‘boomer’ legacy that this cohort has imprinted on organizations. To assist leaders, the book goes beyond presenting a rich portrait of who these youth may become by providing practical recommendations for the changes that need to start now in order to position the organization to benefit from what they will bring. As the astute strategic leader knows: objects in the future can be closer than they appear.

Over 22 Volumes and 25 years, the Research in Organizational Change and Development series has offered publication outlets for papers addressing a wide array of topics related to organization development interventions and research.

Draw Them In, Don't Drive Them Away! People often get promoted to leadership positions without knowing how to communicate an inspiring strategic vision to the people who report to them. So they focus on what they know: tactics, not strategy. As a result, they become stuck in micromanagement mode. Dianna Booher wants to prevent micromanagement before it happens by providing you with the right leadership communication skills. Grounded in extensive research, this book offers practical guidelines to help professionals think, coach, converse, speak, write, meet, and negotiate strategically to deliver results. In thirty-six brief chapters, Booher shows you how to communicate effectively to audiences up and down the organization so you can fulfill your most essential responsibilities as a leader.

This book addresses workplace innovation at an organizational level which is couched within developed and developing countries. It includes six major sections: workplace innovation in contexts, workplace innovation determinants, workplace innovation as a process, workplace innovation as an outcome, workplace innovation and transformations and finally, workplace innovation ecosystems. Innovation is a phenomenon which embraces complex causal relationships while also reflecting a basic sequential evolution process. Thus, the handbook chapters are based on the foundation of an organizational innovation framework which is designed as a sequential process. This framework focuses on two major areas which reflect the sequential view of innovation steeped in the determinants of innovation and innovation dimensions (process and outcome elements). The innovation determinants include group level, business process level and managerial level variables underpinned by Upper echelon theory, Process theory and Resource-based view theory. Innovation dimensions are formed by perspectives of innovation as a process and innovation as an outcome.

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