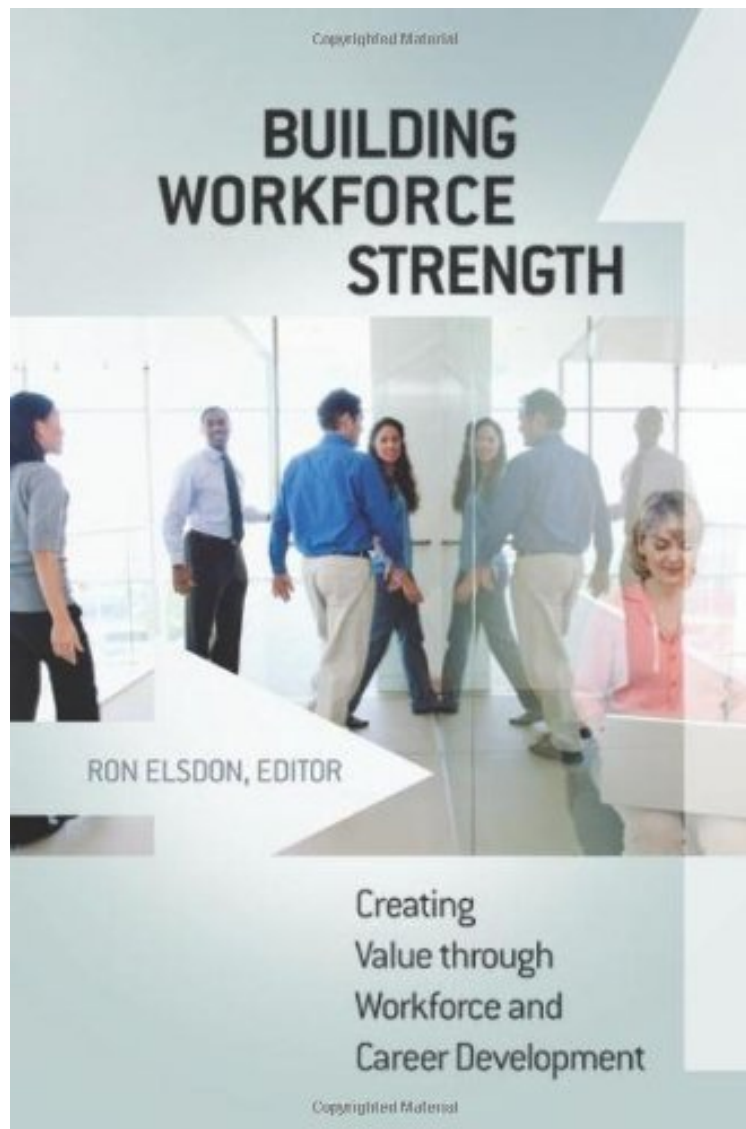


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Building Workforce Strength: Creating Value through Workforce and Career Development

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From Praeger : Building Workforce Strength: Creating Value through Workforce and Career Development before purchasing it in order to gauge whether or not it would be worth my time, and all praised Building Workforce Strength: Creating Value through Workforce and Career Development:

0 of 0 people found the following review helpful. Four StarsBy CustomerGreat information but the font size is painful.0 of 0 people found the following review helpful. New trends for the 21st centuryBy David Petrovay,

PhD Building Workforce Strength is a must read for anyone employed within an organization. The beliefs that many current workers have are based on antiquated systems. Building Workforce Strength emphasizes the importance of career development as integral to the success of the organization and the employee. This includes how to proactively plan for changes in technology and business systems. For career counselors and coaches, this book introduces fresh opportunities for working directly with organizations to maximize employee contributions and job satisfaction. 0 of 0 people found the following review helpful. Great Book! By Maura Torkildson I am reading Building Workforce Strength and finding it very engaging and informative. I love how this book gives a detailed analysis of the importance of workforce planning, filled with concrete examples of how it affects not only the bottom line for companies, but also the impact to individual workers and to the overall health of an organization. This should be key reading for not only HR Managers and CEO's, but also for our political leaders. I give this book 5 stars!

This book explores the perspectives of experienced practitioners, sharing ideas about building and sustaining organizational strength through workforce development practices and systems. • Contributions from 16 experienced practitioners of workforce and career development • Multiple examples of practical applications of workforce and career development initiatives from major industry sectors, such as healthcare and high technology • Two lengthy case studies, including one on Kaiser Permanente • 19 quantitative and qualitative figures • An extensive reference list from the workforce and career development fields

"Brings valuable new insights by tying workforce and career development together in a comprehensive way for practitioners at all levels in organizations." (Audrey Southard, Senior Vice President, Human Resources, Follett Higher Education group) "Genuine workforce strength can be cultivated in the rich soil of organizational structures and approaches aimed at supporting people as they learn and grow. This book offers us inspirational examples of organizations that dared to plow the soil of workforce and career development and reaped a rich harvest as a result." (Dr. Pearl Sims, Faculty, Peabody College of Vanderbilt University) "Captures the essence of how cutting edge, forward thinking organizations can build workforce strength while adjusting to a changing world of work." (Patricia (Pat) DeMasters, Director, Career Services, University of California, Haas School of Business) "Studies by Elsdon, Inc. have shown people self-assessing that they operate at only about 60% of their potential. How to secure the remaining 40% is the subject of this book and the authors offer a compelling framework, complete with practical examples. This book will help all those seeking to increase market performance and employee affiliation and satisfaction." (Jurgen Auerbach, Executive Board Member, Pronatec AG, and former CFO, Ghirardelli Chocolate Company) "Everyone interested in improving healthcare delivery and maximizing the opportunity for healthcare workers to contribute their ideas and energy to the process should read this book. It includes invaluable insights gained from the joint labor management work with SEIU and other unions at Kaiser Permanente. I highly recommend it to both union and health industry leaders." (Deborah King, Executive Director, 1199SEIU Training and Employment Funds) "Whether driven by policy changes or market pressures, health care in the United States is not sustainable in its current configuration, given its cost and level of performance. But changing health care in this country is a mammoth undertaking the scale and scope of which has never been attempted. The key to such a consideration is thinking differently about the health care workforce and how it might be valued, structured, employed and rewarded differently. This book, with its broad perspective on employment across all sectors, provides useful insight to how the changes might build on successful practices throughout the economy. It offers essential wisdom to anyone brave enough to take up the challenge of changing the health care workspace." (Edward O'Neil, Professor and Director, Center for the Health Professions, University of California, San Francisco) "Building Workforce Strength provides many important principles and proven examples from thoughtful practitioners about building workforce strength at the organizational and individual level. It is a blueprint for successfully engaging and developing employees in ever-changing times." (Dorothy M. Moser, V.P., Human Resources, Easter Seals, INC.) "We believe that effective workforce development is a crucial element in the transformation of health care. This book provides both practical guidelines and real-life examples to support organizational progress." (Barbara A. Grimm, SVP, Office of Labor Management Partnership, Kaiser Foundation Health Plan) "The capability to build workforce strength is essential to the current and future success of all health organizations. This book could not be more timely or important. It offers practical and powerful tools and insights that health leaders can use to build the workforce they need to meet their priority goals." (Jeffrey S. Oxendine, Dean, Public Health Practice, UC Berkeley School of Public Health, Co-Director, California Health Workforce Alliance, Co-director California Health Professions Consortium) "Building Workforce Strength articulates a vision of the organization as a dynamic network of relationships at the individual and community level, with the creation of shared value at the core. Of equal importance, it provides the practical tools to help translate that vision into a reality." (Kevin Barnett, Dr.P.H., Senior Investigator, Public Health Institute; Co-Director, California Health Workforce Alliance) About the Author RON ELSDON, PhD, is a founder of organizations that specialize in career and workforce development for organizations and individuals. He has also been active in speaking, writing about and promoting a range of social causes. Ron has more than twenty-five years of leadership experience at diverse organizations in a

broad range of sectors, and has been an adjunct faculty member at, or affiliated with, several universities. He has authored numerous publications and has spoken regularly at national and regional events. With his co-author, Ron was awarded the Walker Prize by the Human Resource Planning Society for the paper that best advances state-of-the-art thinking or practices in human resources. He holds a PhD in chemical engineering from Cambridge University, a master's degree in career development from John F. Kennedy University, and a first class honors degree in chemical engineering from Leeds University.