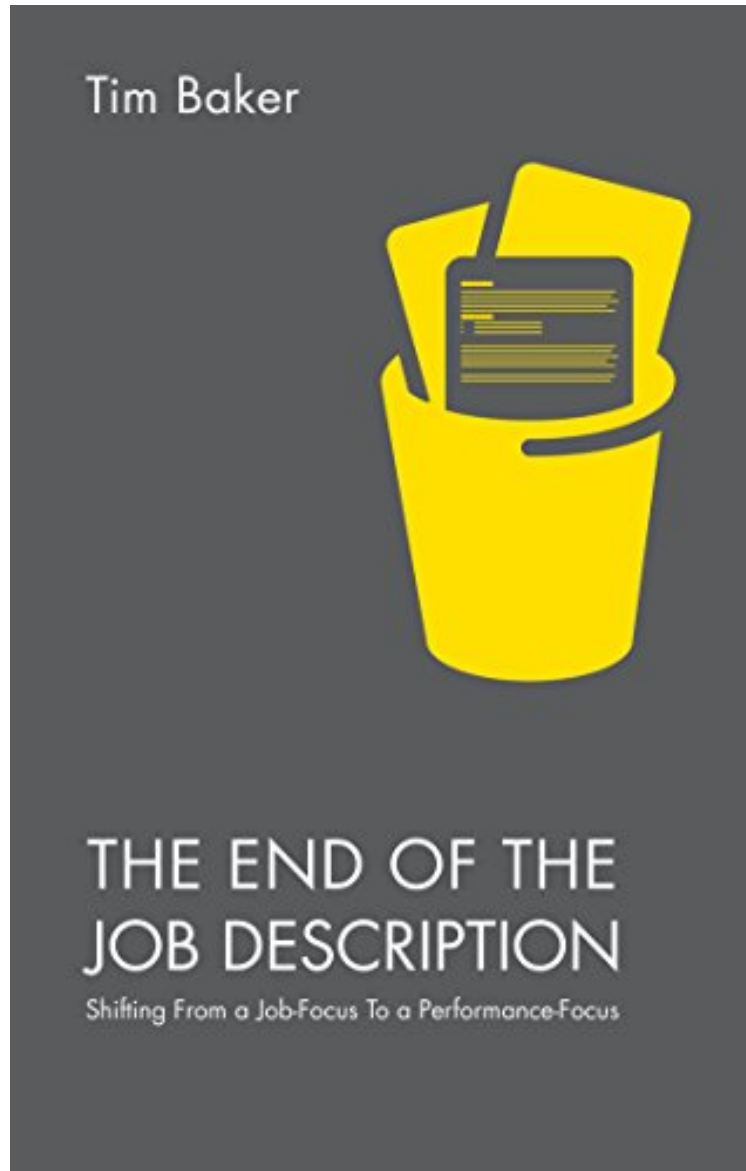


# The End of the Job Description: Shifting From a Job-Focus To a Performance-Focus

*Tim Baker*

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**Tim Baker : The End of the Job Description: Shifting From a Job-Focus To a Performance-Focus** before purchasing it in order to gauge whether or not it would be worth my time, and all praised The End of the Job Description: Shifting From a Job-Focus To a Performance-Focus:

1 of 1 people found the following review helpful. The end of job descriptions, but the beginning of something much better. By Horn Player This book expands on several of Dr. Baker's most profound constructs; The "non-job roles" of

Enthusiasm and PMA, Team, Career Development and Innovation and Continuous Improvement, along with a very compelling explanation of how Vision, Mission, Core Values, are linked to Roles as set forth above. In addition he provides a breakdown of each non-job role into key elements and he provides a way to assess each aspect. This is in fact an amazing intellectual creation that is highly practical. Our small company of 45 does not have the resources to implement the process in detail but will benefit greatly from ongoing emphasis on the "non-job" roles. I have in particular focused on "Career" as a non-job role that if valued and encouraged by the organization will result in more free flow of ideas as members will feel more confident and willing to share ideas. In addition this will result in a higher profile of our organization of physicians and broader national recognition of our institution, the hospital at which we are based. The net effect is greater strength in our local market, easier recruiting and better retention of talent. This is the most technical release from Dr. Baker. I'd suggest not getting bogged down trying to fully understand the analysis of KPI scoring on first reading unless that is something that really grabs you. Rather, focus on the concepts of elements of the non-job roles. For me this book brought Dr. Baker's concepts all together and suggested unique ways I could apply them to our situation. 0 of 0 people found the following review helpful. Great Concept By Donna M Farrell Well written and useful. 0 of 0 people found the following review helpful. Thank you By Tress I've not finished reading this book yet but I am so happy that someone has put into words the ideas that have been in my mind for so long. (Ideas that can be applied to life in general as well as business, btw) Thank you, Tim Baker.

'That's not my job.' If you don't want your employees to say that, why do you start your relationship by giving them a narrow task and competency focused description of their job? We need people to fulfil many different roles at work yes the need to do their job, but they also need to contribute positive energy, collaborate, and take personal responsibility for innovation and personal development. How do they fit into a traditional job description? It is futile persevering with the job description borne out of the scientific management movement one hundred years ago. The world of work is vastly different to the assembly lines of the Ford Motor Company of the early twentieth-century. Building on the phenomenal success of *The End of the Performance Review*, Baker examines four essential 'Non-Job' roles that all employees must fulfil and shows how to create meaningful role descriptions that can help you recruit better people and enable them to deliver better results.

"From one of today's most influential HR experts, *The End of the Job Description* introduces a revolutionary new approach to work roles. As if that weren't enough, Tim Baker also provides you with the performance indicators and measurements you'll need to establish this re-invention of work within your organization!" -Marshall Goldsmith, author of the *New York Times* and *Wallstreet Journal* #1 Best Seller *Triggers* "In his drive to bring about strategic and operational change in traditional HR management tools, Tim Baker now takes a look at job descriptions. I especially like his idea to focus on performance by characterizing the work as a series of roles, each with its own set of KPIs. It makes sense to re-shape this key document so that it is comprehensive and serves its many purposes well. The book includes plenty of detail that can help readers to implement change." -Rosanna Nadeau, Principal/Consultant, PRISM PERSPECTIVES GROUP LLC "Tim Baker offers an important shift in thinking about how organizations define the behaviors their people need to succeed. Tim gives readers a practical toolkit for aligning behaviors with the vision, mission and values of a business, and then developing, refining and quantifying the skills that matter. These simple truths can become a powerful step change for businesses." -Ian Hamilton, Managing Director, Carroll Consulting Group "From one of today's most influential HR experts, *The End of the Job Description* introduces a revolutionary new approach to work roles. As if that weren't enough, Tim Baker also provides you with the performance indicators and measurements you'll need to establish this re-invention of work within your organization!" -Marshall Goldsmith, author of the *New York Times* and *Wallstreet Journal* #1 Best Seller *Triggers* "In his drive to bring about strategic and operational change in traditional HR management tools, Tim Baker now takes a look at job descriptions. I especially like his idea to focus on performance by characterizing the work as a series of roles, each with its own set of KPIs. It makes sense to re-shape this key document so that it is comprehensive and serves its many purposes well. The book includes plenty of detail that can help readers to implement change." -Rosanna Nadeau, Principal/Consultant, PRISM PERSPECTIVES GROUP LLC "Tim Baker offers an important shift in thinking about how organizations define the behaviors their people need to succeed. Tim gives readers a practical toolkit for aligning behaviors with the vision, mission and values of a business, and then developing, refining and quantifying the skills that matter. These simple truths can become a powerful step change for businesses." -Ian Hamilton, Managing Director, Carroll Consulting Group

From the Back Cover

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