

Can you tell the difference between a legitimate complaint and outright insubordination?

Managing Employee Performance Problems

Neville C. Tompkins

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Consultation Skills for Mental Health Professionals Richard W. Sears, John Rudisill, Carrie Mason-Sears, 2005-12-02

Consultation interventions are an increasingly popular alternative to clinical practice allowing the practitioner to interact with and affect many different individuals and organizations. This type of work challenges mental health professionals drawing on all the skills and resources they may possess yet also offers some of the greatest rewards and opportunities for service. Filled with numerous case examples and checklists, *Consultation Skills for Mental Health Professionals* contains a wealth of information on this important area of practice. It provides a comprehensive source for working with a diverse clientele in a variety of settings, discussing both traditional mental health consultation models and the fast-growing field of organizational consulting. The guide is divided into four parts: Individual Level Consulting Issues takes up individual career assessment and counseling along with how organizational contexts affect individual jobs; leadership management and supervision; executive assessment; selection; interviewing and development; and executive coaching. Consulting to Small Systems discusses working with teams and groups; planning and conducting training and teambuilding; diversity in the workplace; and in consultation. Consulting to Large Systems covers how to work with large organizations including organizational structure, terms, culture, and concepts as well as processes such as change and resistance; how to assess organizations and the characteristics of healthy and dysfunctional workplaces; and issues involved in organizational intervention. Special Consulting Topics include issues such as the practical aspects of running a consulting practice; the skills required for successful clinical consultation; consultation services for special populations; and crisis consultation including critical incident stress management, psychological first aid, disaster recovery, media communication, and school crisis response.

Managing the Unmanageable Mickey W. Mantle, Ron Lichty, 2019-11-12. *The Essential Guide to Effectively Managing Developers So You Can Deliver Better Software Now*. Extensively Updated. Lichty and Mantle have assembled a guide that will help you hire, motivate, and mentor a software development team that functions at the highest level. Their rules of thumb and coaching advice form a great blueprint for new and experienced software engineering managers alike. Tom Conrad, CTO Pandora. Reading this book's nuggets felt like the sort of guidance that I would get from a trusted mentor. A mentor who I not only trusted but one who trusted me to take the wisdom, understand its limits, and apply it correctly. Mike Fauzy, CTO FauzyLogic. Today many software projects continue to run catastrophically over schedule and budget and still don't deliver what customers want. Some organizations conclude that software development can't be managed well. But it can, and it starts with people. In their extensively updated *Managing the Unmanageable*, Second Edition, Mickey W. Mantle and Ron Lichty show how to hire and develop programmers, onboard new hires quickly and successfully, and build and nurture highly effective and productive teams. Drawing on over 80 years of combined industry experience, the authors share Rules of Thumb, Nuggets of Wisdom, checklists, and other Tools for successfully leading programmers and teams, whether they're co-located or dispersed.

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Managing Employee Performance Problems Neville C. Tompkins, 1997 29 real world examples provide practical help with issues ranging from alcohol abuse to illiteracy Cover **Assessing Competence in Professional Performance across Disciplines and Professions** Paul F. Wimmers, Marcia Mentkowski, 2016-04-19 This book examines the challenges of cross professional comparisons and proposes new forms of performance assessment to be used in professions education It addresses how complex issues are learned and assessed across and within different disciplines and professions in order to move the process of performance assessment for learning to the next level In order to be better equipped to cope with increasing complexity change and diversity in professional education and performance assessment administrators and educators will engage in crucial systems thinking The main question discussed by the book is how the required competence in the performance of students can be assessed during their professional education at both undergraduate and graduate levels To answer this question the book identifies unresolved issues and clarifies conceptual elements for performance

assessment It reviews the development of constructs that cross disciplines and professions such as critical thinking clinical reasoning and problem solving It discusses what it means to instruct and assess students within their own domain of study and across various roles in multiple contexts but also what it means to instruct and assess students across domains of study in order to judge integration and transfer of learning outcomes Finally the book examines what it takes for administrators and educators to develop competence in assessment such as reliably judging student work in relation to criteria from multiple sources the co editors of this volume Marcia Mentkowski and Paul F Wimmers are associated with two institutions whose characters are so intimately associated with the insight that assessment must be integrated with curriculum and instructional program if it is to become a powerful influence on the educational process Lee Shulman Stanford University

Subject Guide to Books in Print ,2001 An Employer's Guide to Managing Professionals on the Autism Spectrum Integrate,Marcia Scheiner,Joan Bogden,2017-08-21 This is a comprehensive reference guide for managers and colleagues of people with Asperger s Syndrome AS Containing detailed descriptions of workplace behaviours the underlying issues that cause them and recommendations on how to manage them this book will help managers and colleagues of people with AS manage behaviours in a respectful way *The Cumulative Book Index ,1999 Maximum Performance* Nick Forster,2005-01-01 This is a big book in more ways than one a detailed and illuminating exploration of leadership qualities attributes skills and competencies the mixture of theory reflective questions stories tools and practical exercises demand a level of thoughtful engagement and self reflection rarely required by books on leadership the Australian content is refreshing as is the lack of evangelistic promises of immediate transformation this book is firmly grounded in supporting the learning and skill development needed for maximum performance Boss magazine August p 55 The Australian Financial Review AFR Boss If we were giving a graduate level class in leadership and people management skills I m a UCLA Business and Management Program instructor I would choose this book as the text If a client asked for a great book to enhance his her leadership skills we consult in organization compensation and performance management this would be one of first books I would suggest It s that good The book offers a comprehensive guide for developing leadership and people management skills It s a powerful broad spectrum leadership toolkit with a wealth of information about skills and practices and hundreds of suggestions and opinions from business and political leaders consultants and academics This book is an outstanding resource for leaders and aspiring leaders It is filled with an abundance of insights the distinction it makes between a leader and a manager is one of the best if not the best we ve read Just a few of the subjects covered are the leadership as servant philosophy leaders as coaches and mentors communication motivation leading and managing teams women as leaders managing power politics and conflict leading organizational and cultural change creating an innovative organization leadership and people management in high tech networked and virtual organizations Throughout the book are bullet point lists exercises and to the point conclusions It is clearly written and superbly organized An excellent bibliography and subject

index top off this outstanding work We highly recommend this book Yvette Borcia and Gerry Stern Stern's Management Review Maximum Performance is a comprehensive business tome Although it is designed for students busy executives who use the chapter summaries or chapter sections to focus on topics that interest them will find the book useful Organizations with large collections on management or leadership will want to buy it Business researchers with limited library space or who are looking for a good summary of current management topics may also find the book of value The strength of Maximum Performance is its breadth Forster touches on everything from whether leaders are born or made to Machiavellian strategies for dealing with toxic work environments Anyone interested in ideas on leadership will likely find several sections of interest Those sections that are particularly strong include the discussions on the different roles and organizational context of leadership key issues in motivating employees the team development process and best practices in leading organizational change Scott R Jenkins Business Information Alert Nick Forster's large text is for MBA students He writes in a clean clear style and frankly admits that leadership and people management skills cannot adequately be learned from books He knows however that good books can help and also that clichés of management can be inspirational and will be used widely though they call for close analysis of substance or context He is in this a modern day Samuel Smiles equipped with a variety of diagnostic tools The Australian In my experience a major shortcoming of most how to books on leadership and management is that they purport to offer Silver Bullets magical solutions that once revealed will enrich and transform the reader and his or her organisation Regrettably

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