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Executing with Insight; The Journey to Insight Through HCA; A Case Study in Rapid HCA Implementation; Convergence and Confluence: A Merging of Disciplines; Acknowledgments; Using the Myers-Briggs Type Indicator® to Develop Managers and Leaders; Overview of the MBTI; Overview of Personality Type; Personality Type in Organizations; Communication and Conflict Resolution; Problem Solving and Decision Making; Managing Teams and Organization Development; Developing Managers and Leaders; Applying the MBTI to Management Development Administering the MBTI Closing Comments; Introduction to the Organizing Section; Beyond Talent Management; Managers on the Front Line; Talent Leadership Accountabilities; Attracting the Right Employees; Retaining Productive, Engaged Employees; Transitioning Employees; The Role of Senior Leaders; Conclusion; Social Media; Social Media: A Definition; Social Media in Action; Active Versus Passive Candidates; Types of Social Media Used in Hiring and Recruiting; On the Leading Edge: Combining Blogs with Job Search Technology; Pulling It All Together; Creating a Manager's Resource Guide Obtaining Resources Defining the Type of Resource Needed; Establishing a Successful Resource Relationship; Creating a Network; Ideas for Generating Resources; Summary; Making Telework Work; Making Telework Work; Benefits Associated with Telework; Issues, Obstacles, and Guidelines; Telework in Action: Telework at Merrill Lynch; Telework in Action: Telework at Putnam Investments; Conclusion; The Manager's Role in Human Resource Management; The Manager's Role in HR Management; Conclusion; Getting Your People to Be Team Players; Things Team Players Do; Observe What's Going On in the Team Encourage Creative Problem Solving

Sommario/riassunto

The Leader in Human Resource Development for the Past Four Decades The 2008 Pfeiffer Annual: Management Development Since 1972, The Pfeiffer Annuals have been the most trusted resource for presenting the best current thinking about workplace performance, training, and organizational and professional development. Now, the addition of The 2008 Pfeiffer Annual: Management Development builds on that great tradition to offer an essential source of guidance, opinions, and practical solutions on issues of interest and concern to training and human resource professionals. The 2008
