

1. Record Nr.	UNINA9910782803703321
Autore	Gerson Richard F
Titolo	Achieving high performance [[electronic resource]] : a research-based practical approach / / Richard F. Gerson
Pubbl/distr/stampa	Amherst, Mass., : HRD Press Silver Spring, Md., : ISPI, c2006
ISBN	1-281-01823-6 9786611018238 1-59996-402-3
Edizione	[1st edition]
Descrizione fisica	142 p. : ill
Collana	HPT in action series ; ; v. 4
Disciplina	658.3/14
Soggetti	Employee motivation Performance Achievement motivation Organizational effectiveness
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Bibliographic Level Mode of Issuance: Monograph
Nota di bibliografia	Includes bibliographical references.
Sommario/riassunto	Achieving High Performance describes the secrets of high performance and performance motivation, and shows readers how to motivate themselves, as well as others, to achieve high performance. Dr. Gerson provides several models, tools, and job aids to help readers understand themselves better, identify the requirements for high performance, and figure out the best and fastest ways to achieve those performance levels. Achieving High Performance also introduces several new concepts, such as Mega, Macro, and Micro levels of achievement; goal setting using SMARTER objectives; and the TOPS (Talent Optimization Performance System) approach to high performance. Dr. Gerson also recommends that in addition to determining the environmental and resource factors that go into a high performance approach, individuals and organizations should look closely at the performer him or herself by doing a performer analysis using a process he calls M.A.S.T.E.R.Y.