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Changes Background; Project Scope and Requirements; Planning; How We Succeeded; Agency Actions; Contractor Actions; Outcomes; Summary; References; CHAPTER FOUR: Project A: Five Keys to Management and Scientific Success; Project A Context; Social-Historical Context; Management/Leadership Structure; Project A Objectives; Project A Design; Keys to Success: How Project A Was Conducted; Shared Vision; Leader Monitoring; Multi-Level Support; Constant Instrumental Communication; Talented Personnel; Project Outcomes; Conclusions
References and Further Reading CHAPTER FIVE: Managing Critical Assessment and Development Components of a Global Leadership Development Program; The Context; Initiating the Project; Preparing for Project Execution; Project Steps; Assessment Report Detail; Technology Programming; Coach Selection and Training; Carrying Out the Project; Closing the Project; Challenges; Scheduling; Matching Coaches and Participants; Report Writing; Stakeholder Involvement; Lessons Learned; Communication and Coordination; Coach-Participant Matching; Report Writing; Creating a Trusting Partnership
Using Data to Drive Continuous Improvement Conclusion; References and Further Reading; Section Two: Fundamentals: Transferable Wisdom; CHAPTER SIX: Preparing for an HR Project; Introduction; Importance of Planning for Human Resource Management Projects; Framework and Tools for Human Resource Project Planning; Contextual Factors to Consider When Planning HR Projects; "Top Six" Project Planning Risk Points and Mitigation; Sources of Information/Expertise on Project Planning and Summary; References and Further Reading; CHAPTER SEVEN: Project Initiation; Introduction and Overview
Initiating the Project

Sommario/riassunto

"Get real-world solutions and evidence-based guidelines for HR project management challenges Tackling major human resources management projects can be daunting, but now you can learn from the lessons of HR professionals who have encountered roadblocks or challenges in similar contexts. Advancing Human Resource Project Management is an in-depth, thoughtful resource that highlights the knowledge and experience of those who have undertaken large HR projects. This guide illustrates what worked and what didn't, with a focus on evidence and real-world cases to illuminate effective strategies and solutions. Each chapter presents empirical findings complemented by professional judgment and wisdom from human resource management professionals well-versed in global business environments. Advancing Human Resource Project Management recognizes the importance of context, addresses the practical and professional implications of managing HR management projects in different industry sectors, and provides comprehensive coverage on implementing global development programs and project initiation and planning. Ideal for global Industrial and Organizational Psychology faculty and practitioners, graduate students, and, especially, HR professionals, this resource uncovers the best evidence-based practices available today for effective HR project management strategies. The book includes: An emphasis on the implications and challenges of providing solutions for HR business problems on a global scale Real-world cases and firsthand professional experiences with summaries of knowledge gained from research and practice Advice on tackling challenges inherent in various stages of a project Expertise and counsel from HR professionals familiar with large projects and from those who study and work in the field of project management Let this comprehensive resource guide your approach to initiating and managing large HR projects. With solid, empirical evidence and relatable case studies, Advancing Human

Resource Project Management is the ideal professional companion for those looking to strengthen their project techniques, project leadership, and management skills"--

"Addresses the implications and challenges of providing solutions for HR business problems on a global scale. Provides real-world cases and firsthand professional experiences with summaries of knowledge gained from research and practice, advice on tackling challenges inherent in various stages of a project, and expertise and counsel from HR professionals familiar with large projects and from those who study and work in the field of project management"--
