Record Nr. UNINA9910876909603321 Business psychology in practice / / edited by Pauline Grant; assisted by **Titolo** Sarah Lewis and David Thompson Pubbl/distr/stampa London;; Philadelphia,: Whurr Publishers, 2005 **ISBN** 1-281-84078-5 9786611840785 1-118-50973-0 0-470-71328-3 0-470-71372-0 Descrizione fisica 1 online resource (424 p.) Altri autori (Persone) GrantPauline LewisSarah ThompsonDavid Disciplina 158.7 Soggetti Psychology, Industrial Industrial psychologists Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia Description based upon print version of record. Note generali Includes bibliographical references (p. 371-386) and index. Nota di bibliografia Business Psychology in Practice; Contents; Contributors; Foreword; Nota di contenuto Preface; Part 1 Consulting; Chapter 1 Introduction; Chapter 2 What clients want; Chapter 3 Make or break - structuring the initial meeting; Chapter 4 The consulting project lifecycle; Chapter 5 The consulting relationship; Chapter 6 Values-based consultancy; Part 2 The organizational landscape; Chapter 7 Introduction; Chapter 8 A fairy-ish story; Chapter 9 Avoid being your own worst enemy!; Chapter 10 The political terrain; Chapter 11 Team development - a case study based on 'appreciative inquiry'; Part 3 Prediction Chapter 12 IntroductionChapter 13 Themes of measurement and prediction; Chapter 14 Assessment centres: getting more bang for your buck; Chapter 15 Technology and large-volume assessment; Chapter 16 Practical issues in running international assessment and development centres; Chapter 17 High-potential talent assessment; Chapter 18 Assessment in organizations at the crossroads: Part 4

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Sommario/riassunto

Organisations are communities. Increasingly the leaders of those communities are drawing on the services of psychologists to help them realise the potential of their "human capital". What do these business psychologists do to assist in the identification, motivation and development of the talent that employees bring into their communities? The authors, all Principal Members of the Association of Business Psychologists, are experienced and qualified professionals who candidly share their experiences and learning derived from those experiences. They provide case studies and examples from real