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Optimizing Human Capital with a Strategic Project Office explores the SPO's potential to transform an enterprise by making the most of people within an organization. This volume provides an exhaustive review of topics such as the hiring, retention, measurement, training, and professional development of knowledge workers in project management. This book's chapters summarize the latest thinking regarding these issues and offer a model of how the best aspirations of workers can become reality through the medium of the SPO. The authors explore the best practices of project-savvy organizations and offer detailed information on proven models for assessing and developing competency, building inspired teams, and creating a working environment in which motivation thrives. The book includes a set of model role descriptions for staffing the project office—on a divisional or enterprise level—based on original research by the authors. The book opens by focusing on the business case for reorganizing companies around the managing-by-projects model, the roles of executives in implementing project management change initiatives, and the nuts-and-bolts topics of project personnel management, such as competency, recruiting, and rewards. The final section reviews current developments and trends, identifying the "people management" issues that generate the greatest organizational changes. Appendices provide examples of tools for establishing project-friendly HR practices under the auspices of a Strategic Project Office.

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Leveraging employee engagement through a talent management strategy: Optimizing human capital through human resources and organization development strategy in a field study.

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Featuring case studies and practical diagnostic tools and assessments, a global diversity strategist and visionary leader outlines the 8 core competencies needed to create an equitable and inclusive work environment where employees are valued and developed to reach their highest potential.

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The content of Human Performance Optimization is unique in terms of the focus, breadth, and scope of the individual chapter contributions. Moreover, this book was developed in response to a pressing need, first directed by the Chief of Staff of the Army, to examine current and future developments in behavioral, cognitive, and social neuroscience that may allow organizations to enhance individual worker and team performance. This volume captures a wide range of approaches, both with an eye to describing state of the art knowledge, and projecting what may become applicable in the near future. The variety of social, technological, and scientific issues make this book indispensable in our time. Organizations of all sorts, but especially those who operate in "in extremis" or high-stakes settings, are seeking to improve the performance of their workers. The chapters' breadth and accessibility will allow strategic leaders of organizations to evaluate breaking news in HPO, and will also serve as an up-to-date review of the field for scientists involved in human performance research.

This book discusses the basics of the international level of human resource management. Providing basic information and insights for beginners equipped with basic strategies in understanding the types of human resource management strategies that can be taken and applied to improve national and international organizations' performance. Discussed and concisely so that it is suitable for anyone who wants to learn and get to know the basics of international human resource management written especially for beginners

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