



Performance Consulting: Applying Performance Improvement in Human Resource Development

By William J. Rothwell

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Praise for Performance Consulting

"You hold in your hands an outstanding portrayal of the half-century evolution of performance improvement. Rothwell and his colleagues have written the most comprehensive performance consulting book on the market. From data collection and analysis to implementing solutions, *Performance Consulting* provides a roadmap to guide you on the path to becoming a successful performance consultant. The roadmap includes countless signposts in the form of exercises, processes, examples, tools, and advice to ensure you reach your final destination successfully."

—Elaine Biech, president, ebb associates and author of *The Business of Consulting*

"This book provides a wealth of resources performance consultants can use for performance analysis and solution selection. The many case studies, references, and discussion questions throughout the text make this book both practical and substantive."

—Dana and Jim Robinson, co-authors of *Performance Consulting: A Practical Guide for HR and Learning Professionals*

"In today's economic realities, performance consulting and performance improvement are critical to organizational success. The challenge for human resource development professionals is to shift the focus to performance improvement, not just applying classic training and learning solutions. Rothwell and his team have assembled perhaps the most comprehensive reference on this important field, complete with examples, illustrations, and a description of all of the pertinent models. This will be a 'must have' reference for any person involved in human resource development and human capital development."

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Editorial Review

From the Inside Flap

If organizations are to be successful they must improve individual and organizational performance in order to establish and maintain a high-performance workplace, develop intellectual capital, promote productivity, and ultimately enhance profitability.

Performance Consulting reveals how to distinguish between the signs and symptoms of productivity problems from the underlying root causes and find the most ethical and cost-effective solutions to solve those problems. The book is written for performance consultants, HR professionals, and any leader who want to fulfill the role of a performance consultant in order to develop more productive workers and create a globally-competitive organization.

Filled with illustrative examples from giants in the field of human performance technology, the book describes the skills needed in order to become an effective performance consultant. Step by step the author clearly shows how to uncover and deal with challenges and opportunities to improve human performance of organizations by analyzing their present and envisioning their future. The book offers vital information for examining an organization's present conditions that are associated with data collection and analysis methods. It also describes how to foresee future conditions of an organization associated with relevant sources in order to determine their future course.

Performance Consulting includes guidelines for implementing performance improvement solutions, which are often identified as performance improvement interventions. The book explains which approaches can offer the solutions that are likely to be most cost-effective, timely, ethical, and socially-responsible.

No matter what size your organization or your current job responsibilities, *Performance Consulting* offers the strategies and information needed to become a dynamic performance consultant.

From the Back Cover

Praise for Performance Consulting

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About the Author

William J. Rothwell, Ph.D., is a professor in the Department of Learning and Performance Systems in the College of Education on the University Park Campus of The Pennsylvania State University. He has worked full-time in human resource management and employee training and development from 1979 to the present. He combines real-world experience with academic and consulting experience. He is the co-author of *Improving On-the-Job Training and Mastering the Instructional Design Process* both from Wiley.

Users Review

From reader reviews:

Bob Bartlett:

This Performance Consulting: Applying Performance Improvement in Human Resource Development book is not ordinary book, you have after that it the world is in your hands. The benefit you get by reading this book is usually information inside this e-book incredible fresh, you will get data which is getting deeper anyone read a lot of information you will get. This Performance Consulting: Applying Performance Improvement in Human Resource Development without we understand teach the one who looking at it become critical in contemplating and analyzing. Don't possibly be worry Performance Consulting: Applying Performance Improvement in Human Resource Development can bring once you are and not make your tote space or bookshelves' turn into full because you can have it inside your lovely laptop even telephone. This Performance Consulting: Applying Performance Improvement in Human Resource Development having excellent arrangement in word in addition to layout, so you will not really feel uninterested in reading.

Bryan Rodriguez:

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Laura Lee:

The book untitled Performance Consulting: Applying Performance Improvement in Human Resource Development contain a lot of information on the item. The writer explains the woman idea with easy means. The language is very simple to implement all the people, so do not worry, you can easy to read this. The book was authored by famous author. The author provides you in the new era of literary works. It is possible to read this book because you can read more your smart phone, or program, so you can read the book in anywhere and anytime. In a situation you wish to purchase the e-book, you can wide open their official web-site and order it. Have a nice study.

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