



The Practice Of Management Development

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Institute of Personnel and
Development**

The Practice Of Management Development:

Learning Theory in the Practice of Management Development Sara Grant,Aharon Kfir,Stephen A. Stumpf,Mary Anne Watson,1998-05-21 The workplace is the ideal environment for tying together management theory and practice and yet classes in many regular management development programs are conducted away from the work site and class sizes are so large that individual instruction is difficult to achieve In this book the authors seek effective ways to merge theory with workplace practice and advocate the modular preceptor method whereby participants work together in dyads and triads with a preceptor acting as advisor and instructor Unlike traditional management development programs which do not usually lead to behavior changes the modular preceptor model has behavior change as the basic aim Participants can remain at work while experiencing individualized learning developing problem solving skills and acquiring new knowledge which can be immediately applied to work situations Various ways of learning such as passive lecture case study discussion and experiential role playing games sensitivity training are examined No single mode of learning can be comprehensive and adequate for all situations The authors contend however that experiential learning is most effective for increasing the will and competence to learn and for using what is learned to change manager behavior The purpose of the modular preceptor approach is not to present answers to specific managerial or organizational problems but to help the participant acquire new problem definition and problem solving skills and the confidence to apply them on the job This book also analyzes the contribution of the behavioral sciences to the philosophies and techniques behind management instruction and examines the role of the university in management development and the future direction of MBA programs For anyone concerned with meaningful and effective management development this book is an invaluable resource *The Practice of Management Development* Sidney Mailick,Solomon Hoberman,Stephen J. Wall,1988-11-02 A persistent difficulty faced by management professionals is the absence of sources providing information about objectives theory and current approaches and practices for management development The editors address this issue by bringing together outstanding management professionals to provide a comprehensive review of current management development theory and practice Individual case studies employing in depth descriptions of particular management training programs are supplemented by theoretical discussions placing the studies in a common context The result is an integrated overview of the best and most innovative programs and methods available to the human resources professional Divided into three principal sections the volume first focuses on efforts aimed at the development of individual managers and management styles The papers in Part Two address programs directed toward changing the culture of the organization Part Three offers examples of programs that are on the cutting edge of management development Each chapter includes a description of the diagnosed needs and defined objectives the design and implementation of the program an analysis of results and practical implications for other practitioners Throughout the contributors provide professionals with an integrated source for both new approaches and useful variations on familiar ones

Management Development International Labour Office,1998 The publication contains a balanced mix of theoretical concepts and practical guidance about management training and development approaches based on best practice used by companies public sector organisations training institutions business schools and management consultants in various countries around the world Topics discussed include competence modelling and management practices learning theory methods and techniques effective management development and education and aspects of the management development cycle such as problem identification training needs assessment training programme design implementation and monitoring

Physician Practice Management Lawrence F. Wolper,2012-05-24 Published in association with the MGMA and written for physician leaders and senior healthcare managers as well as those involved in smaller practices Physician Practice Management Essential Operational and Financial Knowledge Second Edition provides a comprehensive overview of the breadth of knowledge required to effectively manage a medical group practice today Distinguished experts cover a range of topics while taking into special consideration the need for a broader and more detailed knowledge base amongst physicians practice managers and healthcare managers Topics covered in this must have resource include physician leadership financial management health care information technology regulatory issues compliance programs legal implications of business arrangements medical malpractice facility design and capital financing for physician group practices Instructor Resources Lecture Slides in PowerPoint format Test Bank 2013 648 pages *Practice Management* P. Barrett,R. Males,2002-11 First Published in 2004 Routledge is an imprint of Taylor Francis an informa company Management Development Alan Mumford,Jeffrey Gold,Chartered Institute of Personnel and Development,2004 Designed for students of Management Development on the CIPD PDS qualification and in business and HR degree programmes this text offers an overview of management development to practitioners It includes features such as chapter outline web links end of chapter discussion questions and summary exercises and searching the web

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Implementation of the Rock Slope Management Project at the Virginia Department of Transportation Edward J. Hoppe,2006 The Virginia Department of Transportation VDOT is currently developing an asset management system identifying various transportation assets for inclusion in the system Rock slopes along Virginia s highways can be viewed as assets that need to be managed proactively in order to maintain a safe and effective transportation network The benefits of rock slope management are expected to be similar to those derived from bridge and pavement management systems including inventory condition and estimate of maintenance needs An established rock slope management tool designed to facilitate proactive management of rock slopes is available by way of the Rockfall Hazard Rating System RHRs initially developed for the Federal Highway Administration by the Oregon Department of Transportation The purpose of the RHRs is to allow agencies to prioritize rock slopes for remediation based on a risk assessment and to facilitate the allocation of funds for needed remediation VDOT adopted a modified version of the RHRs which could serve an important role in a comprehensive rockfall management program Core elements of such a program including technical training and setup of a GIS database were implemented in this study to assist VDOT in identifying potentially hazardous rock slopes and establishing funding priorities for mitigation projects **Practice of Project Management** Enzo Frigenti,Dennis Comninios,2006 A comprehensive title that takes a holistic approach to project management *Effective Training and Development of Management* Y. P. Singh,2001 Training Is A Continuous And Lifelong Process Training Is A Time Bound Programme In Fact A Training Programme Is Continuously Evaluated By The Participants And Trainers Alike If There Is Pressure Of Training A Large Number Of Functionaries On One Hand On The Other There Is An Urgent Need For Improving The Quality Of Training There Should Be Systematic Approach To Training And An Instructional System Should Be Developed Keeping The Short Term And Long Term Objectives Of Training Policy In View The Present Book Contains Very Succinct Information On A Number Of Vital Issues Like General Introduction Training Training Centres Management And Supervisory Training Training Needs Developments And Techniques Of Training Etc Academics And Professionals In The Field Will Find It Vade Mecum

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