

EMPLOYEE
WORKBOOK

STRATEGIC
EMPLOYEE
DEVELOPMENT
GUIDE

ROBERT O. BRINKERHOFF
RHONDA C. MESSINGER

Strategic Employee Development Guide Employee Workbook

**Robert O. Brinkerhoff, Rhonda C.
Messinger**

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Align employee goals with organizational objectives Development planning can be tough You want to ensure that employees are satisfied but you also want to confirm that they're contributing to the organization How can you balance these objectives For many organizations development planning is haphazard and has little business rationale This unique guide is the first to tie employee learning objectives to business goals The Manager's Guide shows you and your managers how to establish a development plan with your employees The Employee Workbook when used in conjunction with the Manager's Guide provides your employees with worksheets and helpful hints that they will use throughout the year to track and measure their development The Group Facilitation Guide enables you to conduct a development workshop with large groups or to conduct an orientation session that would precede organization wide application of these tools When you present Strategic Employee Development to your managers and supervisors they'll discover the answers to their performance review questions and learn how to make this powerful package work for them You'll use this systematic approach to stimulate increased organizational productivity and profitability Employees will thrive on the real life logically structured development framework No more worrying about what to say and what to do harness the power of performance appraisal Use this comprehensive system to Sharpen the focus of employee development Provide a basis for employee evaluation Contribute to employee satisfaction and much more

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the materials address such crucial and diverse activities as staff development certification finance quality marketing instructional design needs assessment program planning orientation preceptorship in service education competence assessment and evaluation This resource enables the staff development educator to benefit from the expertise and experience of numerous staff development experts saving the time and money required creating these programs and materials *Making Strategic Plans Work* Chiku Malunga,2009 *Making Strategic Plans Work* introduces an innovative and creative approach to understanding the theory and practice of strategic planning Based on proverbs and folktales the book provides detailed analyses of the stages of the strategic planning process preparation formulation implementation monitoring and evaluation It also discusses the roles and responsibilities of the key players in the process boards management donors consultants and communities and how to build their capacity for more effectiveness It equally provides at each stage templates for assessing the effectiveness of the strategic planning process as well as the key players The book is unique in that it uses the wisdom contained in African proverbs and folktales to discuss the stages of the strategic planning process and roles and responsibilities of players in the process Being metaphors proverbs and folktales often bring out more lucidly the meanings embodied in the normally arcane language of strategic planning Proverbs and folktales also create strong mental pictures which are often very effective in impressing ideas upon people s minds communicating them at a deeper level and motivating them to action The book is based on research tested use of the proverbs and folktales in strategic planning practice in different contexts in combination with the author s experience as a professional organization development OD consultant It will be especially useful to students teachers executives board members and all players in international development community development organizational development international businesses and African Studies Volunteers and expatriates working Africa and other developing regions will equally find the book useful as it provides insight into the culture and mode of thinking of the people they work with

Chiku Malunga is a consultant and author with many years experience of organization development work among African and European NGOs He is currently the director of Capacity Development Consultants CADECO an organization that promotes African centered organizational improvement models His other books include *Understanding Organizational Sustainability through African Proverbs and Organizational Wisdom in African Proverbs* He holds a doctorate degree in Development Studies from the University of South Africa and is married with two children and is based in Malawi He can be contacted at cadeco sdnp org mw

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