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For Human Resources Execs



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Corporate Outplacement A Users Guide

Rob Akershoek Et Al.



Corporate Outplacement A Users Guide:

The Complete Guide To Outplacement Counseling Alan J. Pickman, 2013-10-23 Recognized by business managers as a useful and practical tool to assist them in responding to a set of complex business challenges the need for outplacement counseling the process of assisting employees who have lost their jobs to develop effective career plans and to find new employment has grown dramatically during the past two decades Given this rapid expansion of the field assembling organizing and clarifying the body of knowledge and information available about outplacement has become critically important The first comprehensive effort in the field this book presents authoritative up to date information on an exhaustive range of outplacement topics A psychologist and experienced outplacement practitioner the author has recently been chosen as one of the charter fellows of the Outplacement Institute the sole certifying organization for outplacement practitioners Of value to all those interested in the field including current and future practitioners as well as human resources professionals this volume contains essential information for candidates receiving outplacement services counseling students and researchers involved in the study of counseling in business and industry With such a broad audience in mind it contains a wide range of information counseling theory and practical suggestions geared expressly to the needs of practitioners descriptive material on all topics and brief case histories of actual outplacement candidates Written in non technical language the volume brings to life the flavor of outplacement practice This unique volume covers topics not addressed elsewhere in the current outplacement literature including the psychological barriers to a successful job search the behavioral and counseling implications of the outplacement setting the theoretical basis of outplacement counseling the relation between outplacement and psychotherapy the professional development opportunities for outplacement practitioners the supervision of outplacement practitioners the cross cultural issues to be considered in outplacement the relation of outplacement to other career development professionals and the marketing of outplacement services Also of importance the appendices offer data not previously disseminated to the general public including competencies standards for OPC practitioners as established by the International Association of Outplacement Professionals IAOP standards of ethical practice for outplacement professionals as established by the IAOP and listings of information resources for OPC practitioners and candidates featuring a section on computer based sources for conducting career related research 2004

U. S. Master Employee Benefits Guide C C H, Incorporated, Toolkit Media Group, 2004-01-01 Doing Business in Boston Jeffrey P. Levine, 1996-06 Baldrige User's Guide John Latham, John R. Latham, John Vinyard, 2006 Whether diagnosing the existing organization designing or redesigning systems or leading the transformation this practical guide has the tools and advice that readers will need to build a high performing organization The second edition delves into the latest advances in the Baldrige process which helps drive organizations to be more competitive and achieve performance excellence Authors Latham and Vinyard strike a balance between theoretical and practical approaches emphasizing the impact of the leader s

role in determining healthy directions for a changing organization **IT4ITM for Managing the Business of IT - A Management Guide** Rob Akershoek Et Al.,2020-06-10 The IT4IT Management Guide provides guidance on how the IT4IT Reference Architecture can be used within an IT organization to manage the business of IT It is designed to provide a guide to business managers CIOs IT executives IT professionals and all individuals involved or interested in how to transition an IT organization to become a Lean and Agile IT service provider This book includes two case studies from Shell and the Rabobank After reading this document you should be able to Understand why the IT4IT approach is needed to improve the performance of the IT function and support the business to leverage new IT in the digital age Understand the vision scope and content of the IT4IT Reference Architecture from a high level perspective Understand the benefits of using the IT4IT Reference Architecture within the IT function Initiate the first steps to implement the IT4IT standard in your own IT organization The audience for this Management Guide is CIOs and other IT executive managers who would like to transform their IT organization to support end to end value streams Senior leaders and executives in the business and IT responsible for how IT is organized managed and improved Enterprise Architects involved in the implementation of IT management solutions within the IT organization IT professionals and consultants involved in the transition of their organizations to a new streamlined IT factory Pittsburgh Business Directory Jeffrey P. Levine,2000 **Rich's High-tech Business Guide to Silicon Valley and Northern California** ,1990 **Atlantic** ,1987 **Good Word Guide** Martin H. Manser,2009-01-01 Our language is changing faster than ever before thanks to the influence of the media e mail the Internet and text messaging Modern communications are breaking down distinctions between formal and informal English raising ever more questions as to how to speak and write correctly This fully updated edition of the bestselling Good Word Guide offers information and advice on spelling grammar punctuation pronunciation confusables and the latest buzzwords and provides clear straightforward answers to everyday language problems With a foreword by Martin Cutts Research Director Plain Language Commission In every sense a good word guide Times Educational Supplement This intelligent guide is an essential addition to the bookshelves of all readers and writers Good Book Guide *Personnel Literature* United States. Office of Personnel Management. Library,1988

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