

PERFORMANCE-BASED CERTIFICATION — HOW TO DESIGN A VALID, DEFENSIBLE, COST-EFFECTIVE PROGRAM

Judith Hale

reviewed by Andrea Moore, CPT

Initiating a certification program is the overall intent of this book. Judith Hale starts with the program's business case, navigating you through requirements, standards, and assessments, and concluding with implementation and tips for "going global." The book provides you with a roadmap for starting and implementing a certification program. Whether you are a C-level executive or a performance improvement practitioner, this book has the explanation and rationale for implementing a certification program, using examples demonstrating learning points clearly and effectively. *Performance-Based Certification—How to Design a Valid, Defensible, Cost-Effective Program* (ISBN: 978-1-118-02724-0) is published by Pfeiffer.

IN REVIEWING THIS BOOK, I tried to put myself in the role of a chief training officer (CTO) who is considering offering a certification program. In this role, I had to consider other interventions besides certification that would improve the performance of my team. Judith Hale's Introduction, which starts from the beginning of a performance process, does not automatically presume that certification is the right solution for every performance problem. She explains when certification is a good solution and when it is not. In the Introduction, she clearly lays out in graphic format how the remaining chapters map to developing a certification program and the process steps it entails. In my "role playing" as a CTO, Hale has helped me see that in our company's case, certification rather than a certificate, licensure, or accreditation will help remedy my problem.

DRIVER AND BUSINESS CASE: DISCUSSION OF WHY A PERFORMANCE IMPROVEMENT SPECIALIST WOULD BENEFIT BY READING THIS BOOK

In following Hale's certification process, the next few chapters describe how to lay the groundwork. The Driver chapter explains the different reasons why companies choose certification programs, and the Business Case chapter discusses the analysis activities required to justify a certification program. Hale successfully explains that a large part of undertaking a certification program is proposing whether and how the program will positively influence the organization. Decisions about funding need to specify resources, time, and costs to make a go-no-go decision. This book specifically prescribes steps executives

Performance Based Certification How To Design A Valid Defensible And Cost Effective Program

Marc J. Rosenberg



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Performance-based Certification Judith A. Hale,2000

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Performance-Based Certification Judith Hale,2011-11-21 Are your employees qualified Looking for qualified people to do competent work How do you ensure that the people you hire can do the job right An ever increasing number of organizations are asking the same questions Certification planning is the answer and Performance Based Certification is the key This is the only book on the market that addresses the growing need to monitor the qualifications of employees You ll be able to quickly customize the certification tests and other job aids provided on the accompanying disk Create a certification program within your organization to Instill confidence that employees members or suppliers are qualified to meet the needs of your customers Ensure that your workforce is trained and competent to their job Make your hiring process more cost effective and legally defensible Recognize competence and consistency of your employees Once you ve identified the need for a certification program what s the next step All of the answers are here

Product Training for the Technical Expert

Daniel W. Bixby,2018-01-04 I was pleased to review Dan s new book pleased because he addresses an old topic in a new way He is making no assumptions for trainers who are not fully experienced and seasoned He takes them step by step through practical and realistic methods to set up training graduates to actually be on the job performers Enjoy learn and be inspired Jim Kirkpatrick PhD Senior Consultant Kirkpatrick Partners USA Daniel Bixby s approach to Product Training for technical experts is practical relevant and exactly what anyone who is required to train others on technical content really needs He writes with candor and with a sense of ease making the reader feel as though he is right there with you helping to develop your training competency A must read for anyone on your team required to provide technical training to others Jennifer Alfaro Chief Human Resources Officer USA An expert guide to developing and delivering technical product training programs While there are many books on talent development leadership training and internal training program development there are precious few offering subject matter experts SME s guidance on training others to get the most out of their products Written by a training expert with many years of experience working at top technology companies Product Training for the Technical Expert fills that yawning gap in the training literature by providing technical experts with a comprehensive handbook on becoming effective product training instructors When new technology is rapidly transformed into products for popular consumption technical experts such as engineers and other subject matter experts are the ones tasked with instructing the public on their use Unfortunately most them have little or no prior experience or training in adult education and don t have a clue about how to transfer their knowledge to others In this book author Daniel W Bixby draws upon his vast experience developing and delivering training programs at Honeywell Delphax Telex Bosch and TE Connectivity among other technology companies to arm SMEs with the knowledge and skills they need to add Product Training Specialist to their resumes Addresses an area of training too often overlooked and ignored in the professional literature Equips SMEs with the tools they

need to become effective product instructors Covers both the educational and business aspects of product training for SMEs Packed with tables illustrations problem and solution sets tutorials enlightening real world examples worksheets and group or self study questions Features a companion website with worksheets and other valuable tools www.wiley.com/go/bixbycert A must have professional development resource for students and experienced technical experts alike Product Training for the Technical Expert is an ideal guide forengineers product managers product marketing managers and technical instructors looking to expand their repertoires and hone their skills It also makes an excellent course text for graduate level engineering programs The Routledge Companion to Human Resource Development Rob F. Poell,Tonette S. Rocco, Gene L.

Roth,2014-09-25 The field of Human Resource Development HRD has grown in prominence as an independent discipline from its roots in both management and education since the 1980s There has been continual debate about the boundaries of HRD ever since Drawing on a wide and respected international contributor base and with a focus on international markets this book provides a thematic overview of current knowledge in HRD across the globe The text is separated into nine sections which explore the origins of the field adjacent and related fields theoretical approaches policy perspectives interventions core issues and concerns HRD as a profession HRD around the world and emerging topics and future trends An epilogue rounds off the volume by considering the present and future states of the discipline and suggesting areas for further research The Routledge Companion to Human Resource Development is an essential resource for researchers students and HRD professionals alike

Handbook of Human Performance Technology James A. Pershing,2006-05-19 The first two editions of the Handbook of Human Performance Technology helped define the rapidly growing and vibrant field of human performance technology a systematic approach to improving individual and organizational performance Exhaustively researched this comprehensive sourcebook not only updates key foundational chapters on organizational change evaluation instructional design and motivation but it also features breakthrough chapters on performance technology in action and addresses many new topics in the field such as certification Six Sigma and communities of practice Boasting fifty five new chapters contributors to this new edition comprise a veritable who's who in the field of performance improvement including Geary Rummler Roger Kaufman Ruth Clark Allison Rossett Margo Murray Judith Hale Dana and James Robinson and many others Praise for the third edition of the Handbook of Human Performance Technology If you are in the business of trying to improve organizational performance this Handbook should be the first place you look for answers to questions about human performance technology Joseph J Durzo CPT Ph D senior vice president and chief learning officer Archstone Smith This newest edition of the Handbook provides an unparalleled all encompassing survey of the latest theory and its practical application in this emergent field This book is a must have reference for any professional wishing to systematically improve performance within their organization Weston McMillan CPT manager training and development eBay Inc An invaluable engaging resource for anyone charged with improving workplace performance It not only provides the background and

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Handbook of Improving Performance in the Workplace, Measurement and Evaluation James L. Moseley, Joan C. Dessinger, 2009-12-09 HANDBOOK of IMPROVING PERFORMANCE IN THE WORKPLACE Volume 3 Measurement and Evaluation Volume Three of the Handbook of Improving Performance in the Workplace focuses on Measurement and Evaluation and represents an invaluable addition to the literature that supports the field and practice of Instructional Systems Design With contributions from leading national scholars and practitioners this volume is filled with information on time tested theories leading edge research developments and applications and provides a comprehensive review of the most pertinent information available on critical topics including Measuring and Evaluating Learning and Performance Designing Evaluation Qualitative and Quantitative Performance Measurements Evidence based Performance Measurements Analyzing Data Planning Performance Measurement and Evaluation Strategies for Implementation Business Evaluation Strategy Measurement and Evaluation in Non Profit Sectors among many others It also contains illustrative case studies and performance support tools Sponsored by International Society for Performance Improvement ISPI the Handbook of Improving Performance in the Workplace three volume reference covers three core areas of interest including Instructional Design and Training Delivery Selecting and Implementing Performance Interventions and Measurement and Evaluation

The School Improvement Specialist Field Guide Debra L. Page, Judith A. Hale, 2012-11-08 Improve student achievement by transforming schools as an SIS expert Deb Page and Judith Hale SIS authorities guide new and transitioning school improvement specialists in applying high leverage practices that result in systemic sustainable schoolwide improvement With easy to use tools and protocols both in the guide and online this book offers the voice and counsel of a trusted coach while addressing how to Establish enduring interventions with viable tools and methods Use time tested processes to teach 21st century skills to educators and students alike Seamlessly align improvement practices to the updated Institute for Performance Improvement Standards Transition smoothly into the school improvement specialist role

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