

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.

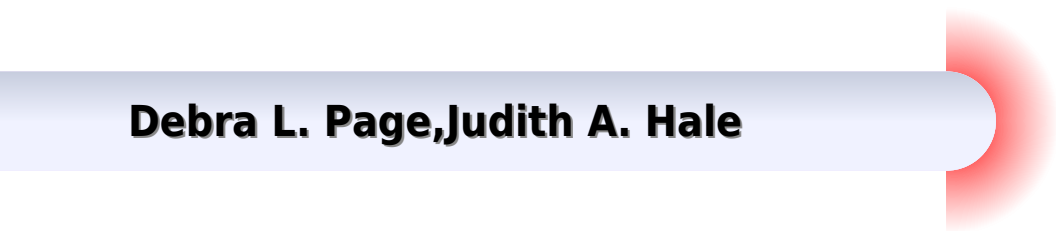
IN REVIEWING THIS BOOK, I tried to put myself in the role of a chief training officer (CTO) who is considering offering a certification program. In this role, I had to consider other interventions besides certification that would improve the performance of my team. Judith Hale's Introduction, which starts 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

Debra L. Page, Judith A. Hale



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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

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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

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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

The SAGE Encyclopedia of Educational Technology J. Michael Spector, 2015-01-29 The SAGE Encyclopedia of Educational Technology examines information on leveraging the power of technology to support teaching and learning While using innovative technology to educate individuals is certainly not a new topic how it is approached adapted and used toward the services of achieving real gains in student performance is extremely pertinent This two volume encyclopedia explores such

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In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is actually astonishing. Within the pages of "**Performance Based Certification How To Design A Valid Defensible And Cost Effective Program**," an enthralling opus penned by a very acclaimed wordsmith, readers set about an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve in to the book is central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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