

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

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Kenneth G. Brown



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