

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

**Rob F. Poell, Tonette S. Rocco, Gene L.
Roth**



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Performance-Based Certification Judith Hale,2011-12-27 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 *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 **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

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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 foundations of our profession but more importantly it also provides the most up to date descriptions of how to apply HPT to drive results Rodger Stotz CPT vice president and managing consultant Maritz Inc This book is filled with insights both for those who are new to the field and also for those who are experienced It offers concrete advice and examples on how to use HPT to impact business results and how to work successfully within organizations Anne Marie Laures CPT director learning services Walgreen Co The Handbook contains many of the secrets for improving the performance of individuals groups and organizations Robert F Mager author Analyzing Performance Problems and How to Turn Learners On Without Turning Them Off *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 **Handbook of Improving Performance in the Workplace, The Handbook of Selecting and Implementing Performance Interventions** Ryan Watkins, Doug Leigh, 2009-12-09 HANDBOOK of IMPROVING PERFORMANCE IN THE WORKPLACE Volume 2 Selecting and Implementing Performance Interventions In this groundbreaking volume leading practitioners and scholars from around the world provide an authoritative review of the most up to date information available on performance interventions all presented within a holistic framework that helps ensure the accomplishment of significant results Addressing more than 30 performance interventions with such varied topics as Incentive Systems e Learning Succession Planning and Executive Coaching this volume guides readers through the development of comprehensive performance improvement systems Each chapter illustrates in practical terms how to select plan implement and manage performance interventions as well as how to evaluate their results Through best practices research comparative analysis illustrative case studies from around the world and editorial guidance on how to link together diverse interventions the handbook is an important guide for achieving desired results in the workplace and beyond

Sponsored by International Society for Performance Improvement ISPI the Handbook of Improving Performance in the Workplace three volume reference covers three main areas of interest including Instructional Design and Training Delivery Selecting and Implementing Performance Interventions and Measurement and Evaluation *ATD's Handbook for Measuring and Evaluating Training* Patricia Pulliam Phillips, 2025-06-10 Get the A to Z Resource on Training Evaluation Fully revised and updated ATD's Handbook for Measuring and Evaluating Training is the comprehensive go to reference for talent development professionals in need of immediate measurement and evaluation M E guidance Edited by M E powerhouse Patti Phillips with contributions from 30 expert practitioners this handbook provides an essential roadmap to developing effective processes to prove the value and impact of your learning and development programs Training measurement and evaluation is one of the top frustrations of a talent development professional's job At first glance it appears to be a drain on precious time and resources yet it is a critical function for understanding the results and proving the value of L D programs If not conducted properly it can yield questionable results lack of accountability and stakeholder skepticism All to say TD professionals must have a solid foundation in measurement and evaluation to do their jobs effectively With this handbook you'll feel confident each time you face an M E challenge from planning the evaluation and collecting and analyzing data to optimizing results and making evaluation efforts work in your organization You will use the data to improve your training programs and meet the standards your organization strives for The updated edition includes new chapters on how to tell the evaluation story to business leaders visualize data in reports and leverage artificial intelligence smartly as well as refreshed chapters on all the M E fundamentals Rich in real life application it offers practitioner tips knowledge checks and support resources and references Your advisors along the way are an impressive array of experts from the field each chosen for their knowledge experience and actual results in specific areas Whether you're a trainer manager professor or student of training evaluation this handbook has been designed to meet your needs

Web-Based Learning Gayle V. Davidson-Shivers, Karen L. Rasmussen, Patrick R. Lowenthal, 2017-11-11 This second edition is a practical easy to read resource on web based learning The book ably and clearly equips readers with strategies for designing effective online courses creating communities of web based learners and implementing and evaluating based on an instructional design framework Case example case studies and discussion questions extend readers skills inspire discussion and encourage readers to explore the trends and issues related to online instructional design and delivery

The Basics of Achieving Professional Certification Willis H. Thomas, 2017-07-27 Professional certification has become a very popular topic and a significant number of individuals are making it a priority Some people are torn on whether or not to obtain a certification to bolster their career Others see the advantage of diversifying their professional portfolio and pursuing popular certifications in the areas of Project Management Information Technology Quality or Human Resources The Basics of Achieving Professional Certification Enhancing Your Credentials provides clear cut guidance on how to select a certification that is right for you and how you can continue to

build your credentials in support of personal and professional goals This easy to use guide can help anyone looking to achieve professional certification make informed decisions about the many options available It can also help avoid the pitfalls of making the wrong choice as a result of being incorrectly informed Examining the range of professional certifications offered by associations and organizations it explains how to select the right professional certification and outlines best practices for completing the certification process The book includes a CD that represents more than a year of development between resources in the U S and Europe Packed with tools it supplies permanent access to a suite of helpful training and development software including Library management system to track training material books and related items created in MS Access Learning management system to ensure training compliance created in MS Access A number of project management resources including a comprehensive exam preparation program Royalty free multimedia resources to add pizzazz to your e learning programs Forms templates and checklists to support training administration Tool **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 Routledge**

Handbook of Language and Professional Communication Vijay Bhatia, Stephen Bremner, 2014-02-24 The Routledge Handbook of Language and Professional Communication provides a broad coverage of the key areas where language and professional communication intersect and gives a comprehensive account of the field The four main sections of the Handbook cover Approaches to Professional Communication Practice Acquisition of Professional Competence Views from the Professions This invaluable reference book incorporates not only an historical view of the field but also looks to possible future developments Contributions from international scholars and practitioners focusing on specific issues explore the major approaches to professional communication and bring into focus recent research This is the first handbook of language and professional communication to account for both pedagogic and practitioner perspectives and as such is an essential reference for postgraduate students and those researching and working in the areas of applied linguistics and professional communication **Foundation of Digital Badges and Micro-Credentials** Dirk Ifenthaler, Nicole

Bellin-Mularski, Dana-Kristin Mah, 2016-06-29 This edited volume provides insight into how digital badges may enhance formal non formal and informal education by focusing on technical design issues including organizational requirements learning and instructional design as well as deployment It features current research exploring the theoretical foundation and

empirical evidence of the utilization of digital badges as well as case studies that describe current practices and experiences in the use of digital badges for motivation learning and instruction in K 12 higher education workplace learning and further education settings Online Assessment and Measurement Mary Hricko, Scott L. Howell, 2006-01-01 This book explores the development of online assessment and the way practitioners of online learning can modify their methodologies in the design development and delivery of their instruction to best accommodate their participants Provided by publisher **Evaluator Competencies** Darlene F. Russ-Eft, Marcie J. Bober, Ileana de la Teja, Marguerite Foxon, Tiffany A. Koszalka, 2008-03-07 Evaluator Competencies based on research conducted by the International Board of Standards for Training Performance and Instruction ibspti identifies the competencies needed by those undertaking evaluation efforts in organizational settings Classified into domains these evaluator competencies have been rigorously validated and are accompanied by practical descriptions in the form of performance statements associated with each competency The authors discuss the challenges and obstacles in conducting such evaluations within dynamic changing organizations and provide methods and strategies for putting these competencies to use **Beyond the Myths and Magic of Mentoring** Margo Murray, 2002-02-28 Many managers believe that effective mentoring is most often the lucky result of personal chemistry between two people But in this book author Margo Murray lays that myth to rest Her guide gives you all the expert advice tools and case studies you ll need to harness the power of mentoring Building on the solid principles outlined in the first book this revised edition adds examples of mentoring from recent publications and the author s client experience It also includes international examples It reveals how mentoring can maximize employee productivity and provides information on how to assess organizational needs and link them to the mentoring process Includes all the information needed to evaluate the effectiveness of a mentoring program **Smart Talent Management** Vlad Vaiman, Charles Vance, 2010-01-01 the editors have done a good job of bringing together a series of contributions which provide a useful and welcome expansion of the theoretical foundations of talent management through a knowledge management lens David Collings Personnel Review This book takes a fresh look at human talent in organizations focusing on employees at all levels who represent key agents of knowledge management in acquiring transferring and applying important knowledge for competitive advantage The overarching aim of the book is to identify define and explore the implementation of talent management strategies aimed at facilitating effective knowledge management in an organization The contributors provide a valuable fusion of two important areas of emphasis for current research and practice in human resource management talent management and knowledge management They illustrate the immense significance of the latter to competitive advantage and organizational success in our rapidly changing global knowledge based economy The generation and acquisition of ideas and knowledge their internal transfer and application throughout the organization and the cross border transfer of knowledge all through the effective management of human talent have become integral to contemporary management The contributors examine planning and staffing training coaching

performance management and organizational learning and development Academics human resource management practitioners and management consultants will find this volume valuable

The Handbook of Training Technologies

William J. Rothwell, Marilynn N. Butler, Daryl L. Hunt, Jessica Li, Cecilia Maldonado, Karen Peters, 2010-04-15 This important resource offers an understanding of the basic principles that underlie training methods and the use of technology training in the workplace The authors provide a primer for the four pervading and more advanced technologies used in business training the Internet computer based training knowledge management systems and decision support tools Appropriate for those who have little or no formal training in educational technology this book addresses such topics as the decision to use the pros and cons for using and presentation strategies for media as varied as the Internet teleconferencing videoconferencing satellite distance learning and electronic performance support systems Note CD ROM DVD and other supplementary materials are not included as part of eBook file

The SAGE Encyclopedia of Educational Technology J. Michael Spector, 2015-01-29

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