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# Lominger Command Skills Competency Definition

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False Feathers

Faculty Development in the Health Professions

Research in Organizational Change and Development

Interpersonal Savvy

Armstrong's Handbook of Human Resource Management Practice

Constructing Leadership 4.0

Handbook of Human Resources Management

Work Rules!

FYI

Charismatic Leadership

The 7 Hidden Reasons Employees Leave

Managing Your Manager

Handbook of Human Resource Development

Proving the Value of Soft Skills

Career Architect Development Planner Book

Human Competence at Work

Effective Training

Play Bigger

FYI for Performance Management

Leadership

FYI for Learning Agility

Building Character

Making the Right Connections

The Leadership Machine

Building the Agile Business through Digital Transformation

Sales Management

Training Units and Developing Leaders (ADRP 7-0)

The Five Life Stages of Nonprofit Organizations

The Bases of Competence

Baghdad ER

Best Practices in Talent Management

Exceptional Leadership

Learning Agility

The 71F Advantage

Skills of an Effective Administrator

Recruiting, Interviewing, Selecting & Orienting New Employees

The Leadership Challenge

Project Manager Competency Development Framework

The Leadership Challenge

Handbook of Human Factors and Ergonomics in Health Care and Patient Safety,

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## **DUDLEY BUCKLEY**

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*False Feathers* Prentice Hall

From the visionary head of Google's innovative People Operations comes a groundbreaking inquiry into the philosophy of work -- and a blueprint for attracting the most spectacular talent to your business and ensuring that they succeed. "We spend more time working than doing anything else in life. It's not right that the experience of work should be so demotivating and dehumanizing." So says Laszlo Bock, former head of People Operations at the company that transformed how the world interacts with knowledge. This insight is the heart of *Work Rules!*, a compelling and surprisingly playful manifesto that offers lessons including: Take away managers' power over employees Learn from your best employees-and your worst Hire only people who are smarter than you are, no matter how long it takes to find them Pay unfairly (it's more fair!) Don't trust

your gut: Use data to predict and shape the future Default to open-be transparent and welcome feedback If you're comfortable with the amount of freedom you've given your employees, you haven't gone far enough. Drawing on the latest research in behavioral economics and a profound grasp of human psychology, *Work Rules!* also provides teaching examples from a range of industries-including lauded companies that happen to be hideous places to work and little-known companies that achieve spectacular results by valuing and listening to their employees. Bock takes us inside one of history's most explosively successful businesses to reveal why Google is consistently rated one of the best places to work in the world, distilling 15 years of intensive worker R&D into principles that are easy to put into action, whether you're a team of one or a team of thousands. *Work Rules!* shows how to strike a balance between creativity and structure, leading to success you can measure in quality of life as well as market

share. Read it to build a better company from within rather than from above; read it to reawaken your joy in what you do.

[Faculty Development in the Health Professions](#)  
CreateSpace

*In The Minimum Wage and Labor Market Outcomes*, Christopher Flinn argues that in assessing the effects of the minimum wage (in the United States and elsewhere), a behavioral framework is invaluable for guiding empirical work and the interpretation of results. Flinn develops a job search and wage bargaining model that is capable of generating labor market outcomes consistent with observed wage and unemployment duration distributions, and also can account for observed changes in employment rates and wages after a minimum wage change. Flinn uses previous studies from the minimum wage literature to demonstrate how his model can be used to rationalize and synthesize the diverse results found in widely varying institutional contexts. He also shows how observed wage distributions from before

and after a minimum wage change can be used to determine if the change was welfare-improving. More ambitiously, and perhaps controversially, Flinn proposes the construction and formal estimation of the model using commonly available data; model estimates then enable the researcher to determine directly the welfare effects of observed minimum wage changes. This model can be used to conduct counterfactual policy experiments--even to determine "optimal" minimum wages under a variety of welfare metrics. The development of the model and the econometric theory underlying its estimation are carefully presented so as to enable readers unfamiliar with the econometrics of point process models and dynamic optimization in continuous time to follow the arguments. Although most of the book focuses on the case where only the unemployed search for jobs in a homogeneous labor market environment, later chapters introduce on-the-job search into the model, and explore its implications for minimum wage policy. The book

also contains a chapter describing how individual heterogeneity can be introduced into the search, matching, and bargaining framework.

### **Research in Organizational Change and Development**

McGraw-Hill/Irwin  
 A Step-by-Step Guide to Showing the Value of Soft Skill Programs As organizations rise to meet the challenges of technological innovation, globalization, changing customer needs and perspectives, demographic shifts, and new work arrangements, their mastery of soft skills will likely be the defining difference between thriving and merely surviving. Yet few executives champion the expenditure of resources to develop these critical skills. Why is that and what can be done to change this thinking? For years, managers convinced executives that soft skills could not be measured and that the value of these programs should be taken on faith. Executives no longer buy that argument but demand the same financial impact and accountability from these functions as they do from all other areas of the organization. In Proving

the Value of Soft Skills, measurement and evaluation experts Patti Phillips, Jack Phillips, and Rebecca Ray contend that efforts can and should be made to demonstrate the effect of soft skills. They also claim that a proven methodology exists to help practitioners articulate those effects so that stakeholders' hearts and minds are shifted toward securing support for future efforts. This book reveals how to use the ROI Methodology to clearly show the impact and ROI of soft skills programs. The authors guide readers through an easy-to-apply process that includes: business alignment design evaluation data collection isolation of the program effects cost capture ROI calculations results communication. Use this book to align your programs with organizational strategy, justify or enhance budgets, and build productive business partnerships. Included are job aids, sample plans, and detailed case studies.

*Interpersonal Savvy*  
 Amacom Books  
 Building Character is written for leaders who understand their responsibility to develop authentic leaders within

their organizations. Without presenting an overarching moral code or a prescriptive code of behavior, this book offers leaders and managers a practical model complete with the tools, information, and processes to develop character in leaders at all levels. The author explains the role character plays in leadership success and effectiveness and outlines how character can be developed through the Five E's—Example, Education, Experience, Evaluation, and Environment.

**Armstrong's Handbook of Human Resource Management Practice**

Amacom Books

The China Dragons of the 28th Combat Support Hospital deployed in support of Operation Iraqi Freedom (OIF) from September 2006 until November 2007. This combat tour was historic in many regards, and a good team became a great team while challenged with unprecedented casualty numbers and indirect fire attacks. Not only did they save thousands of lives; they helped advanced trauma medicine as leading hospitals worldwide have benefited

from military initiatives in the areas of bleeding control and hemostatic resuscitation. Their service epitomizes the strides that have been made in military combat medicine, and their challenges highlight the areas in which our medical system can improve further.

Constructing Leadership 4.0 CRC Press

The most trusted source of leadership wisdom, updated to address today's realities The Leadership Challenge is the gold-standard manual for effective leadership, grounded in research and written by the premier authorities in the field. With deep insight into the complex interpersonal dynamics of the workplace, this book positions leadership both as a skill to be learned, and as a relationship that must be nurtured to reach its full potential. This new sixth edition has been revised to address current challenges, and includes more international examples and a laser focus on business issues; you'll learn how extraordinary leaders accomplish extraordinary things, and how to develop your leadership skills and style to deliver quality results every time.

Engaging stories delve into the fundamental roles that great leaders fulfill, and simple frameworks provide a primer for those who seek continuous improvement; by internalizing key insights and putting concepts into action, you'll become a more effective, more impactful leader. A good leader gets things done; a great leader aspires, inspires, and achieves more. This book highlights the differences between good and great, and shows you how to bridge the chasm between getting things done and making things happen. Gain deep insight into leadership's critical role in organizational health Navigate the shift toward team-oriented work relationships Motivate and inspire to break through the pervasive new cynicism Leverage the electronic global village to deliver better results Business is evolving at an increasingly rapid rate, and leaders must keep pace with the changes or risk stagnation. People work differently, are motivated differently, and have different expectations today—business as usual is quickly losing its effectiveness. The Leadership Challenge

helps you stay current, relevant, and effective in the modern workplace.

### **Handbook of Human Resources**

**Management** Kogan Page Publishers

The success of your daily interactions with others, whether during formal meetings or encounters at the water cooler, can make or break your success in the workplace. Having interpersonal skills will allow you to motivate, inspire, and successfully lead others, as well as further your own career development. This guidebook will show you how, through self-awareness and strategic implementation of behaviors, you can utilize interpersonal savvy to make the most out of negative situations, develop and lead others, and create a positive working environment despite daily challenges and hardships.

Work Rules! Project Management Institute  
Featuring the nonprofit life stage assessment  
*FYI* Springer

The founders of a respected Silicon Valley advisory firm study legendary category-creating companies and reveal a groundbreaking discipline called category design. Winning today

isn't about beating the competition at the old game. It's about inventing a whole new game—defining a new market category, developing it, and dominating it over time. You can't build a legendary company without building a legendary category. If you think that having the best product is all it takes to win, you're going to lose. In this farsighted, pioneering guide, the founders of Silicon Valley advisory firm Play Bigger rely on data analysis and interviews to understand the inner workings of "category kings"—companies such as Amazon, Salesforce, Uber, and IKEA—that give us new ways of living, thinking or doing business, often solving problems we didn't know we had. In *Play Bigger*, the authors assemble their findings to introduce the new discipline of category design. By applying category design, companies can create new demand where none existed, conditioning customers' brains so they change their expectations and buying habits. While this discipline defines the tech industry, it applies to every kind of industry and even to personal careers.

*Crossing the Chasm* revolutionized how we think about new products in an existing market. The *Innovator's Dilemma* taught us about disrupting an aging market. Now, *Play Bigger* is transforming business once again, showing us how to create the market itself.

### **Charismatic Leadership**

John Wiley & Sons

Instructor Resources:

PowerPoint slides, teaching tips, and discussion questions with answer guides. There are good leaders, then there are exceptional leaders. Exceptional leaders use competencies--a set of professional and personal skills, knowledge, values, and traits that guide a leader's performance. In an era of change and uncertainty in healthcare, it is crucial that leaders learn not only how to be exceptional, but also what makes an exceptional leader. In this second edition of their best-selling book, the authors detail 16 competencies grouped in four cornerstone categories: Well-Cultivated Self-Awareness, Compelling Vision, A Real Way With People, and Masterful Execution. Each of the 16 competencies is explored in its own chapter to

define the competency, provide examples and advice, and explain the common skill deficits that prevent its mastery. New to this edition: A feature case study at the beginning of the book and a supportive vignette within each competency chapter to provide practical and real-world application to each competency Two minicases with discussion questions at the end of each competency chapter for further consideration and self-reflection Six new chapters that demonstrate how to apply the book's concepts at both the individual and organizational levels A new chapter on physician leadership that incorporates findings from interviews with industry leaders and provides a helpful road map for those transitioning into the physician executive role Through a clear and focused approach based on current research, this book provides a solid understanding of the tools needed by great leaders. Included in this book is a self-development plan and interview questions to apply the knowledge learned.

The 7 Hidden Reasons Employees Leave Springer Science & Business

Army Doctrine Reference Publication (ADRP) 7-0, Training Units and Developing Leaders, augments fundamental principles discussed in Army Doctrine Publication (ADP) 7-0, Training Units and Developing Leaders. Both ADP 7-0 and ADRP 7-0 support the doctrine established in ADP 3-0 and ADRP 3-0. Army units will face a complex operational environment shaped by a wide range of threats, allies, and populations. Rapid advances in communications, weapons, transportation, information technologies, and space-based capabilities make it a challenge to just stay even with the pace of change. Because Army units face a wide mix of challenges—from strategic to tactical—they must develop leaders to conduct unified land operations anywhere in the world in any operation across the conflict continuum. Army training prepares units and leaders to be successful through challenging, realistic, and relevant unit training and leader development at home station, at the combat training centers, and in the schoolhouses.

*Managing Your Manager*

John Wiley & Sons  
This book brings new perspectives to classic issues in the field such as organizational complexity, change leadership, emotional intelligence and interorganizational change.

Handbook of Human Resource Development  
Jossey-Bass  
Armstrong's Handbook of Human Resource Management is the classic text for all students and practitioners of HRM. Providing a complete resource for understanding and implementing HR in relation to the needs of the business as a whole, it includes in-depth coverage of all the key areas essential to the HR function. The 12th edition has been radically updated to create a cutting-edge textbook, which encourages and facilitates effective learning. Comprehensive online support material is provided for the instructor, student and now also the practitioner, providing a complete resource for teaching and self-learning. The text has been updated to include all the latest developments in HRM and now includes two new sections covering HR skills and toolkits.

*Proving the Value of Soft Skills* Jossey-Bass

Examines the reasons why companies lose their best employees, which range from poor management to toxic work environments, and offers advice on boosting employee confidence.

Career Architect Development Planner

Book HarperCollins  
The first edition of Handbook of Human Factors and Ergonomics in Health Care and Patient Safety took the medical and ergonomics communities by storm with in-depth coverage of human factors and ergonomics research, concepts, theories, models, methods, and interventions and how they can be applied in health care. Other books focus on particular human factors and ergonomics issues such as human error or design of medical devices or a specific application such as emergency medicine. This book draws on both areas to provide a compendium of human factors and ergonomics issues relevant to health care and patient safety. The second edition takes a more practical approach with coverage of methods, interventions, and applications and a

greater range of domains such as medication safety, surgery, anesthesia, and infection prevention. New topics include: work schedules error recovery telemedicine workflow analysis simulation health information technology development and design patient safety management Reflecting developments and advances in the five years since the first edition, the book explores medical technology and telemedicine and puts a special emphasis on the contributions of human factors and ergonomics to the improvement of patient safety and quality of care. In order to take patient safety to the next level, collaboration between human factors professionals and health care providers must occur. This book brings both groups closer to achieving that goal.

*Human Competence at Work* NDU Press  
Building the Agile Business through Digital Transformation is an in-depth look at transforming businesses so they are fit for purpose in a digitally enabled world. It is a guide for all those needing to better understand, implement and lead digital

transformation in the workplace. It sets aside traditional thinking and outdated strategies to explain what steps need to be taken for an organization to become truly agile. It addresses how to build organizational velocity and establish iterative working, remove unnecessary process, embed innovation, map strategy to motivation and develop talent to succeed. Building the Agile Business through Digital Transformation provides guidance on how to set the pace and frequency for change and shows how to break old habits and reform the behaviours of a workforce to embed digital transformation, achieve organizational agility and ensure high performance. Full of practical advice, examples and real-life insights from organizational development professionals at the leading edge of digital transformation, this book is an essential guide to building an agile business.

*Effective Training* DIANE Publishing  
For courses in sales management. Sales Management, 1/e is the only book on the market that prepares students to

become effective sales managers in today's hyper-competitive, global economy-by integrating current technology, research, and strategic thinking activities.

**Play Bigger** John Wiley & Sons

The Leadership Machine describes the four fundamentals of management and leadership development:- The competencies/skills that matter for leading in new and different situations - How skills are developed - Who is best equipped to learn these skills - What it takes to make development work.

**FYI for Performance Management** Jossey-

Bass  
Human Resource Development Relies Upon a Strong Educational Foundation In the Handbook of Human Resource Development, Neal Chalofsky, Tonette

Rocco, and Michael Lane Morris have compiled a collection of chapters sponsored by the Academy of Human Resource Development to address the fundamental concepts and issues that HR professionals face daily. The chapters are written and supported by professionals who offer a wide range of experience and who represent the industry from varying international and demographic perspectives. Topics addressed form a comprehensive view of the HRD field and answer a number of key questions. Nationally and internationally, how does HRD stand with regard to academic study and research? What is its place in the professional world? What are the philosophies, values, and critical perspectives driving HRD forward?

What theories, research initiatives, and other ideas are required to understand HRD and function successfully within this field? As the industry grows, what are the challenges and important issues that professionals expect to face? What hot topics are occupying these professionals now? The Handbook's insight and guidelines allows students and HR professionals to build a fundamental understanding of HRD as an industry, as a field of research, and for future professional success.

**Leadership** Twelve Through profiles of such entrepreneurs as Lee Iacocca, Steve Jobs and Ross Perot, the author defines and examines the qualities a charismatic leader possesses and shows the impact those qualities can have in corporate innovations.