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**A STRATEGIC PROCESS TO IMPROVE,
MEASURE, AND SUSTAIN
ORGANIZATIONAL RESULTS**

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Performance Consulting A Strategic Process To Improve Measure And Sustain Organizational Results

Joshua D. Burton, Barbara Carter



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edition of the classic book that introduced performance consulting adds a wealth of new material. There are new case examples throughout and four new chapters providing detailed steps for measuring results from performance consulting initiatives on five different levels including ROI. The book includes a never before published Alignment and Measurement Model allowing you to connect organizational needs and performance consulting initiatives designed to address those needs with the appropriate level of measurement. This remains a profoundly practical book featuring tools, models, and checklists. It will enable you to make a difference in your organization that is valued, measurable, and sustainable. This book offers leaders and practitioners the evidence-based approach that will drive lasting strategic impact in our organizations. It's the most exciting business book of the decade. Jean Larkin EdD, Vice President Talent Management Tyco PERFORMANCE CONSULTING DANA GAINES ROBINSON HANDSHAW (JAMES C. ROBINSON, JACK J. PHILLIPS, PATRICIA PULLIAM.), 2015

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Sustainable Organizational Change Joshua D. Burton, Barbara Carter, 2025-09-26 The Social Change Model for Systems (SCMS) is a robust system for facilitating organizational change. SCMS integrates technical and social controls to ensure

organizational effectiveness This book introduces SCMS as an alternative to traditional control systems emphasizing the interplay between diagnostic and interactive social controls to shape organizational belief and boundary systems SCMS promotes a structured evidence based method for assessing organizational climate addressing challenges incorporating social characteristics and developing effective social strategies The model highlights the importance of ongoing reassessment and iterative change management through frameworks such as Agile ADKAR and the Plan Do Study Act cycle Key benefits of SCMS include fostering trust equity and engagement improving decision making and enhancing employee satisfaction The study provides practical applications of SCMS through case studies demonstrating SCMS s role in improving work unit climates and organizational performance By bridging the gap between hierarchical control and methods that include employee input SCMS provides a flexible adaptive strategy for leaders and HR managers to implement sustainable organizational changes

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