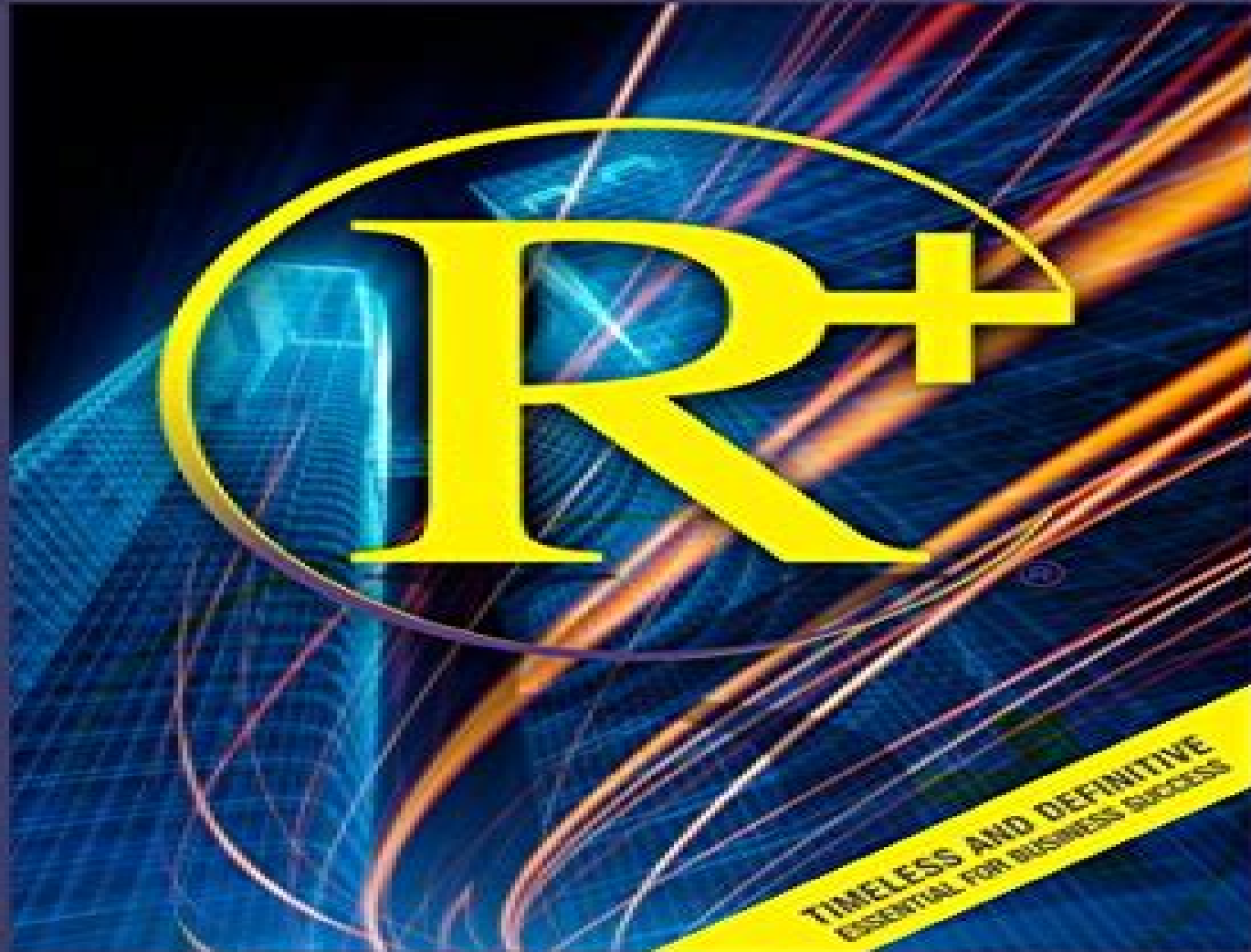


FIFTH EDITION

PERFORMANCE MANAGEMENT

CHANGING BEHAVIOR THAT DRIVES ORGANIZATIONAL EFFECTIVENESS



AUBREY C. DANIELS and JON S. BAILEY

Performance Management Changing Behavior That Drives Organizational Effectiveness

Joost KerkhofsRobert den Broeder



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Organizational Behavior Management - Een introductie (OBM) Joost Kerkhofs, Robert den Broeder, 2020-05-06 Dit boek gaat over het realiseren van gedragsverandering in organisaties Het geeft een concreet praktisch toepasbaar antwoord op de hoe vraag van gedragsverandering gebaseerd op wetenschappelijk gevalideerde principes Daarmee onderscheidt dit boek zich van vele andere managementboeken Organizational Behavior Management kortweg OBM is het vakgebied dat zich bezighoudt met gedragsverandering in organisaties Sommigen spreken liever van gerichte gedragsbe nvloeding OBM gaat niet over veranderen van mensen maar over het veranderen van de omgeving waarin mensen zich gedragen Het doel van OBM is het scheppen van werkomstandigheden die mensen inspireren en motiveren voor topprestaties Leaders spelen een belangrijke faciliterende rol in het cre ren en onderhouden van dergelijke werkomstandigheden Goed toepassen van OBM principes maakt dat mensen er lol in krijgen om elke dag goed te presteren Dat is voor iedereen leuk het cre ert een absolute win win situatie Mensen vertonen de hele dag door gedrag Soms vertonen ze regelrecht ongewenst gedrag Anderen doen gewoon niet wat we hebben afgesproken of wat ze hebben geleerd in trainingen Veel organisaties hebben last van onhandig ongewenst of zelfs dysfunctioneel gedrag op de werkvloer bijvoorbeeld in de vorm van pocket veto en ja zeggen nee doen slachtoffergedrag vermijdingsgedrag of ontsnappingsgedrag Analyseren van al deze vormen van waarneembaar gedrag geeft

bijvoorbeeld antwoord op de volgende vragen Waarom vertonen we nu specifiek dit gedrag en doen we het niet anders Hoe krijg je mensen zover dat ze ander gedrag willen vertonen Dit boek geeft antwoorden op deze vragen en biedt leidinggevend en andere beïnvloeders een stevig en wetenschappelijk onderbouwd handvat voor gedragsprestatie en motivatievraagstukken *OBM Foundation Courseware - Nederlands* Joost Kerkhofs Robert den Broeder, 2020-05-28 Het complete OBM Foundation lespakket bestaat uit drie onderdelen twee publicaties en een app Deze OBM Foundation Courseware ISBN 9789401806572 en het studieboek genaamd OBM een introductie den Broeder en Kerkhofs ISBN 9789401806541 Deelnemers van een officieel geaccrediteerde OBM Foundation Level opleiding krijgen bovendien toegang tot het online leerplatform Knowingo Deze OBM Foundation Courseware is in overeenstemming met de syllabus voor de OBM Dynamics OBM Foundation Level training De training duurt drie dagen inclusief het optionele examen Deze courseware is tot stand gekomen in nauwe samenwerking met ADRIBA zie www.adriba.nl en is bedoeld om de deelnemers aan de training maximaal te faciliteren bij hun voorbereidingen op het officiële OBM Foundation examen dat kan worden afgenomen bij APMG International zie <https://apmginternational.com> Organizational Behavior Management OBM is een praktische wetenschappelijk gevalideerde aanpak voor prestatieverbetering die zich richt op actief en positief managen van gedrag op de werkvloer Managen van gedrag gaat niet over veranderen van mensen en het gaat ook niet over manipuleren van mensen Het gaat om het creëren van een werkomgeving die op een ethisch verantwoorde wijze mensen ondersteunt bij het leveren van maximale werkprestaties Om dit voor elkaar te krijgen moeten leiders en andere beïnvloeders kennis opdoen van de werkende principes achter gedragsverandering die leiden tot toegenomen motivatie en werkplezier OBM principes zijn te combineren met elk denkbare werkwijze methode en managementfilosofie Deze principes zijn toepasbaar op een breed palet aan organisatievraagstukken zoals het verbeteren van processen werkwijzen en waardestromen vaker vertonen van veilig gedrag en verbeteren van het welzijn van mensen in uw organisatie OBM geeft antwoord op de hoe vraag als het gaat om prestatieverbetering en het oplossen van gedragsvraagstukken Het biedt leiders managers en andere beïnvloeder concrete praktische en direct toepasbare technieken voor het verbeteren van prestaties motivatie en werkplezier **Organizational Behavior Management - An introduction (OBM)** Joost Kerkhofs Robert den Broeder, 2020-11-03 This book is about achieving behavioral change in organizations It provides a specific practically applicable answer to the how question of behavioral change based on scientifically validated principles This distinguishes this book from many other management books Organizational Behavior Management or OBM for short is the field that deals with behavioral change in organizations Some prefer to speak of targeted behavioral influence OBM is not about changing people nor is it about manipulating people It is about changing the environment in which people behave The goal is to create working conditions that inspire and motivate people to deliver peak performance Leaders play an important facilitating role in creating and maintaining such working conditions Applying OBM principles properly makes people happy to perform well every day That's fun for everyone

it creates an absolute win win situation People exhibit or display observable behavior all day long Sometimes people emit outright unwanted behavior Others just don t do what we agreed upon or don t do what they learned in training Many organizations suffer from clumsy unwanted or even dysfunctional behavior in the workplace For example in the form of pocket veto and saying yes meaning no victim behavior avoidance behavior or escape behavior Analyzing observable behavior for example answers the following questions Why are we now specifically emitting this behavior and not other behavior How do you get people to want to behave differently This book gives answers to these questions and provides executives and other influencers with a solid and evidence based approach for dealing with behavioral performance and motivational issues

Applied Behavior Analysis for Business and Technology Applications Jason C. Vladescu, David J. Cox, 2025-09-15 The rapid advancement in the field of applied behavior analysis ABA over the last several decades is likely attributable to the success in application to supporting the needs of individuals with autism spectrum disorder autistic individuals Yet the power and potential of ABA is not in application to a specific area but to any area of social significance Applied Behavior Analysis for Business and Technology Applications provides a comprehensive discussion of the industries that ABA professionals could apply their skill set to This volume introduces each business and industry reviews applicable conceptual and basic work and discusses how this work can be adopted for practical application Divided into four distant sections Business and Industries Sports Physical Fitness Large Scale Interventions and Technology this book outlines skills and knowledge necessary for entering the relevant workforce Reviews various businesses and industries that behavior analysts can utilize their skills including marketing and organizational behavior management Outlines how behavior analysts can use conceptual basic translational and applied work for application to practice Demonstrates how behavior analysts intersects with technology and science fields including data science and software development

Applied Behavior Science in Organizations Ramona A. Houmanfar, Mitch Fryling, Mark P. Alavosius, 2021-09-30 Applied Behavior Science in Organizations provides a compelling overview of the history of Organizational Behavior Management OBM and the opportunity it presents for designing and managing positive work environments that can in turn have a positive impact on society The book brings together leading experts from industry and research settings to provide an overview of the historical approaches in Organizational Behavior Management It begins with an introduction to recognized practices in OBM and the applications of fundamental principles of behavior analysis to a variety of performance problems in organizational settings The book then highlights how organizational practices and consumers behavior combine in a complex confluence to meet an organization s goals and satisfy consumer appetites whilst often unintentionally affecting the wellbeing of organizational members It argues that the science of behavior has a responsibility to contribute to the safety health and wellbeing of organizational members consumers of organizational products and beyond Finally the book recognizes the essential role of organizations in initiating shaping and sustaining the development of more nurturing and reinforcing work environments

through discussion of the need for innovation while adapting and responding to growing social upheaval technological advances and environmental concerns alongside crises in the global economy health education and environment Showcasing emerging work by internationally recognized scholars on the application of behavior science in organizations the book will be an essential read for all students and professionals of Organizational Behavior Management as well as those interested in using organizational applications to create new models of management **OBM Applied! Volume 4** Manuel

Rodriguez, Daniel Sundberg, Shannon Biagi, 2016-08-20 The idea behind OBM Applied is to learn by doing Our goal is to provide tools procedures and exercises that can be adapted to help you meet the performance improvement needs of any organization from human service settings and schools to Fortune 500 companies and beyond Vol 4 includes Chapter 8 Social Validity In this chapter you will implement a social validity check did the project work did we do what we set out to do and would we do it again Chapter 9 Principles of Effective OBM Consulting In this chapter you will learn principles of consulting for the OBM practitioner including ethical considerations Chapter 10 OBM Beyond the Project Learn ways to get involved in OBM beyond your project While this course is designed to teach you how to implement an OBM project true mastery comes with frequent repeated practice Be sure to check out Vol 1 Setting the Stage for Improving Performance Vol 2 Choosing the Right Solution Vol 3 Making a Positive Difference OBM Applied! Volume 2 Manuel Rodriguez, Daniel Sundberg, Shannon Biagi, 2016-08-20 Volume 2 of OBM Applied hones in on the why of performance improvement specifically on the behaviors why we do what we do at work This volume brings special attention to evidence based solutions to improve performance and how to approach implementation for long lasting impact back cover

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