

Agile Career Development

Lessons and Approaches from IBM

Mary Ann Bopp
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Foreword by Ted Hoff



Agile Career Development Lessons And Approaches From Ibm

Elaine Biech



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Agile Career Development Mary Ann Bopp, Diana Bing, Sheila Forte-Trammell, 2009-08-17 Supercharge Performance by Linking Employee Driven Career Development with Business Goals How do you make career development work for both the employee and the business IBM has done it by tightly linking employee driven career development programs with corporate goals In Agile Career Development three of IBM's leading HR innovators show how IBM has accomplished this by illustrating various lessons and approaches that can be applied to other organizations as well This book is for every HR professional learning or training manager executive strategist and any other business leader who wants to create a high performing organization In the 21st century there will be an increasing competitive need for any company to operate as a globally integrated enterprise that can effectively develop and then tap the skills and capabilities of its workforce anywhere in the world In IBM we have worked to enable a workforce that is adaptive flexible and capable of responding to changes in the marketplace and the needs of our clients Agile Career Development shows how focusing on career development opportunities and guidance for employees is a key factor in our business strategy and a major source of value for IBM employees This book can be used as a guide to any organization that is seeking to find practical ways to develop the talent of its workforce J Randall MacDonald Senior Vice President IBM Human Resources This book highlights tried and true best practices developed at a company known the world over for active dedication to their workforce Mary Ann Diana and Sheila have captured the key issues that will enhance and streamline your career development program and subsequently increase employee engagement retention and productivity I particularly like their practical real life understanding of the barriers to most career development programs and the manageable framework to bring career growth to life They also teach us how to make a business case for career development critical in creating the foundation for a sustainable program This includes a good blend of benefits both for the individual employee and the organization as a whole I only wish I had this book available to me years ago when I was managing a career development program Jim Kirkpatrick Ph D author of Implementing the Four Levels of Transferring Learning to Behavior *Being Agile* Leslie Ekas, Scott Will, 2014 Break the Old Waterfall Habits that Hinder Agile Success Drive Rapid Value and Continuous Improvement When agile teams don't get immediate results it's tempting for them to fall back into old habits that make success even less likely In *Being Agile* Leslie Ekas and Scott Will present eleven powerful techniques for rapidly gaining substantial value from agile making agile methods stick and launching a virtuous circle of continuous improvement Drawing on their experience helping more than 100 teams transition to agile the authors review its key principles identify corresponding practices and offer breakthrough approaches for implementing them Using their techniques you can break typical waterfall patterns and go beyond merely doing agile to actually thinking and being agile Ekas and Will help you clear away silos improve stakeholder interaction eliminate waste and waterfall style inefficiencies and lead the agile transition far more successfully Each of their eleven principles can stand on its own when

you combine them they become even more valuable Coverage includes Building whole teams that cut across silos and work together throughout a product s lifecycle Engaging product stakeholders earlier and far more effectively Overcoming inefficient wateratons and big batch waterfall thinking Getting past the curse of multi tasking Eliminating dangerous technical and project debt Repeatedly deploying release ready software in real user environments Delivering what customers really need not what you think they need Fixing the root causes of problems so they don t recur Learning from experience mastering continuous improvement Assessing whether you re just doing agile or actually being agile Being Agile will be indispensable for all software professionals now adopting agi for coaches managers engineers and team members who want to get more value from it and for students discovering it for the first time

Integrated Business Planning Robert Kepczynski,Raghav Jandhyala,Ganesh Sankaran,Alecsandra Dimofte,2018-05-31 This book presents a comprehensive introduction to Integrated Business Planning IBP building on practitioner s experience and showcasing the value gains when moving from disconnected planning to IBP It also proposes a road map for the transformation of planning including technological initiatives business priorities and organizational processes and demonstrates how to motivate different IBP stakeholders to work together when and how to connect strategic to be understood as long term SC O tactical and operational planning and how to leverage functional and data integration features of SAP IBP Real world business process use cases help to show the practical implications of implementing SAP IBP Furthermore the book explores new capabilities talent acquisition and retention career development leadership IBP Center of Expertise A discussion of how disruptive technology trends like big data Internet of Things machine learning and artificial intelligence can influence IBP now and in the near future rounds out the book

Work and Occupational Psychology Lara Zibarras,Rachel Lewis,2013-02-01 Written by a team of experts and with contributions from seminal academics and leading practitioners Work and Occupational Psychology links theoretical learning with key practical skills to form an ideal companion to any student in the field Structured around the 8 core areas of Occupational Psychology to ensure a rounded overview Assumes no prior knowledge making it ideal for students studying Occupational Psychology for the first time Contemporary discussion including cutting edge research and reflections on the future Reflects a global workplace through discussion of international and cross cultural issues and a range of international case studies Engages critically with the subject to encourage analytical thinking Online learning aids include hints and tips for discussion questions online readings and chapter podcasts

Developing Talent for Organizational Results Elaine Biech,2012-01-24 Praise for Developing Talentfor Organizational Results Elaine Biech brings together some of the royalty of American corporations and asks them to share their wisdom in increasing organizational effectiveness In 46 information filled chapters these learning providers don t just sit on their conceptual thrones they offer practical advice for achieving company goals and the tools to make it happen Marshall Goldsmith million selling author of the New York Times bestsellers MOJO and What Got You Here Won t Get You There

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Project Pain Reliever Dave Garrett, 2011-10-15 Whether you are managing your first project or your hundredth you are likely to face new challenges Project Pain Reliever offers guidance you'll cherish and want to keep close by Kevin Murphy Managing Partner Conner Partners This book is like a therapy session for project managers I'm prescribing this to my team No more guesswork for new PMs Project Pain Reliever lays it all out with a 360 degree view on all the possible scenarios a PM will face and prescribes a strategy to deal with them As a project manager I'm often trying to help my team members understand why we cannot do certain things like scope creep This book will serve as a great tool to educate and re-enforce

Laureen Heinz PMP CSM Six Sigma Blackbelt Managing Consultant Practice Services CA Technologies This is a wonderful and thorough overview of a number of very common yet complex problems and solutions that project and functional managers of all levels can benefit from The honest writing style and poignant anecdotes also make this an enjoyable read I've added Project Pain Reliever to my team's professional reading list it is equally applicable to everyone on my team from the greenest summer intern to my most seasoned business leader Aaron Hall PMP Vice President Program Management and Product Development K12 Inc Much of the work performed in organizations around the world today is project oriented Those responsible for leading the majority of these projects to successful results have varied educational backgrounds knowledge skill sets and experiences gained over the course of their lives and careers that do not include the professional discipline known as project management Most are managing projects as part of their role not their profession However these accidental project managers frequently run into the same sort of issues and problems faced by those whose profession is project management but they lack the education or training to properly address them As a result more projects run by accidental project managers fail than succeed This handbook was developed specifically for those accidental project managers and for the relatively new project managers within the profession It is uniquely organized in a manner designed to help these project managers quickly find specific solutions to the problems they are desperate to fix right now The text is divided into two broad categories the Art of Project Management and the Science of Project Management Each part is divided into chapters to narrow the user's search by type of issue that project managers encounter such as Planning and Managing Risks These are then further divided by specific problems labeled as sub chapters such as The company's project management process doesn't work for me and My project is too dependent on a few key people Project Pain Reliever A Just In Time Handbook for Anyone Managing Projects is essentially a plug and play answer to the accidental project manager's problems and a valuable desk reference for all project managers Key Features Presents insights and specific guidance from more than 30 leading project management experts that were sourced from around the world for their

specialized knowledge and experience Provides quick references to problems often encountered by anyone managing projects and specific solutions to these problems using language that is easy to understand and techniques that can be applied immediately Each of the 93 sub chapters brings clarity to the perceived problem describes warning signs includes a sidebar example explains what will happen if you do nothing and outlines a best practice solution and specific steps for solving the problem WAV offers handy What you have learned summaries for addressing problems contained within the book additional problems with solutions and other useful resources available from the Web Added Value Download Resource Center at www.jrosspub.com

Disciplined Agile Delivery Scott W. Ambler, Mark Lines, 2012 The authoritative guide to DAD IBM's disciplined approach to applying agile practices in enterprise scale projects Integrate enterprise discipline with powerful widely used agile practices into a proven solution for the entire software lifecycle Scale agile strategies for complex development challenges without compromising agile's advantages *Process Discovery Best Practices Using IBM Blueworks Live* Joshua King, Nachiappan Chidambaram, Peter Lee, Philipp Schume, David Teran, IBM Redbooks, 2014-10-29 Business processes and decisions are the backbone of every company from the small to the Fortune 50 it is how the business runs It is these processes and decisions that can create competitive advantage help a company react more quickly to changing trends or drag them down because the processes do not serve the business and allow agility The first step in building business agility is to understand how the business works today What are my processes What are the decisions we are making and how do we make them Understanding these processes and decisions can allow a company to improve streamline and increase efficiency Capturing business processes can be a daunting task Adding to that burden is learning the tool of choice for capturing those processes This book helps the audience ramp up more quickly to a fully functional process analyst by explaining all of the features of IBM Blueworks Live™ and how best to use them This IBM Redpaper™ was written with a non technical audience in mind It is intended to help business users subject matter experts business analysts and business managers get started with discovering documenting and analyzing the processes and decisions that are key to their company's business operations

Reskilling and Upskilling in the Age of AI Joanna Rosak-Szyrocka, Sumit Tripathi, Manuel B. Garcia, Giuseppe Festa, Markus A. Launer, 2025-11-13 This book offers a comprehensive guide to navigating the transformation of the workforce due to the influence of artificial intelligence AI across industries and discusses detailed strategies for executing reskilling and upskilling programs for professionals and managers in charge of workforce development training and employee retention in an AI driven landscape As AI continues to reshape sectors and redefine job roles the need for a strategy for an adaptable and well equipped workforce has never been more critical By analyzing AI's integration with other emerging technologies such as blockchain and IoT and their specific impact across sectors this book prepares readers to meet the unique demands of an AI driven workforce transformation Covers strategies for executing reskilling and upskilling programs for professionals and managers in charge of workforce development training

and employee retention in an AI driven landscape Provides actionable insight with a global outlook and offers customized approaches for workforce transformation in key sectors such as healthcare manufacturing and finance Acknowledging the distinct challenges and opportunities across geographies it includes in depth case studies from both developed and emerging economies to showcase diverse workforce adaptation strategies Emphasizes ethical considerations such as data privacy and AI bias as well as the crucial role of leadership in driving a workforce prepared for AI disruptions Offers a forward looking approach to developing resilient adaptable workers equipped for continuous learning and responsive to rapid technological advances This professional text is for business professionals leaders workforce development professionals scholars and academics aiming to thrive in an AI driven economy Handbook Organisation and Management Jos Marcus,Nick van Dam,2019-12-17 A hands on introduction to the fields of business and management this comprehensive text unveils the theories behind management and organization via a practice led international approach In this fourth edition the book expands with six new chapters on digital business transformation internationalization corporate social responsibility the future of work human resource management and culture In addition the book contains new topical practical examples and features a fully modernized layout This comprehensive practice led text will be valuable for students of business management and organisation globally A companion website offers students multiple choice questions practical cases and assignments whilst instructors can assess exams cases and college sheets

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