



The Value-Added Employee

By Edward Cripe, Edward J. Cripe, Richard S Mansfield, Richard S. Mansfield

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A handy guide offering a practical plan for targeting skills any employee wants to develop and employers most desire.

It's hard to tell if today's competitive job market is more unsettling for employees seeking job security or companies trying to retain loyal workers. The Value-Added Employee provides fresh insights on what makes employees valuable to the organization and how companies can keep productive employees on the job. Employees will understand how to increase their personal marketability by developing specific skills, knowledge, and attitudes. Managers and coaches will find the tools and resources to make employees more valuable to the organization. Even policymakers and human resource professionals can drive change and business improvement through the application of competency modeling processes.

The Value-Added Employee is a step-by-step plan for targeting the competencies an employee wants to develop and employers most desire. It discusses 31 core competencies, including interpersonal competencies, business competencies, and self-management competencies.

Designed as a handbook, The Value-Added Employee is a toolkit of ideas and a workbook to be written in and referred to on a regular basis. Through its use, employees and their companies will discover a firm foundation for meeting future goals.

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Editorial Review

Review

"I surprising have found that 'The Value-Added Employee' book has many roles in our organization. First, we use the three competency areas (people, business and self-management) to structure our managers' and employees' professional development. The model and the competencies give the managers and employees a common language to formulate development plans. Second, we give managers a copy of the book to help themselves and their employees understand all the aspects of work competencies and professional development. They both learn together and have a quick reference guide. Then, we also use the book as a 'bible' when we are conducting career planning sessions with employees. In addition, I feel the book can be used as individual self-help guide to career planning. This is definitely one of my favorite tools I use in my organization development role here at Rexall Sundown." - Carlin Murray, Manager, Corporate Learning & Development, Rexall Sundown, Inc., Boca Raton, FL

From the Publisher

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About the Author

Edward Cripe is president of Merit Performance, Inc., based in Fort Lauderdale, Florida. He has 30 years of experience in organization development, training, competency systems, performance management, and management consulting with companies such as ConAgra, American National Can, CIGNA, Ashland Oil, Cable and Wireless, and The Limited. He is co-developer of the REACH (TM) Coaching Performance Excellence Training program and author of articles that have appeared in Training and Development Journal, HR Professional, Corporate University Review, and others.

has more than 20 years of experience in competency-based job analysis, skills assessment, management development, and course development. He has completed major competency assessment and organizational change projects for clients in most industries, including American National Can, Digital Equipment Corporation, EMC Corporation, The Travelers, Blue Cross-Blue Shield, and General Electric. Dr. Mansfield is co-author of The Psychology of Creativity and Discovery and has published numerous articles.

Users Review

From reader reviews:

Jill White:

Now a day individuals who Living in the era where everything reachable by connect with the internet and the resources inside can be true or not call for people to be aware of each information they get. How many people to be smart in obtaining any information nowadays? Of course the solution is reading a book. Studying a book can help folks out of this uncertainty Information mainly this The Value-Added Employee book since this book offers you rich facts and knowledge. Of course the information in this book hundred % guarantees there is no doubt in it you may already know.

Barbara Palmer:

Playing with family in the park, coming to see the coastal world or hanging out with close friends is thing that usually you might have done when you have spare time, then why you don't try factor that really opposite from that. 1 activity that make you not feeling tired but still relaxing, trilling like on roller coaster you are ride on and with addition of knowledge. Even you love The Value-Added Employee, you may enjoy both. It is excellent combination right, you still desire to miss it? What kind of hangout type is it? Oh seriously its mind hangout fellas. What? Still don't get it, oh come on its identified as reading friends.

Edward Vogler:

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Joseph Mack:

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