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CEO SELECTION

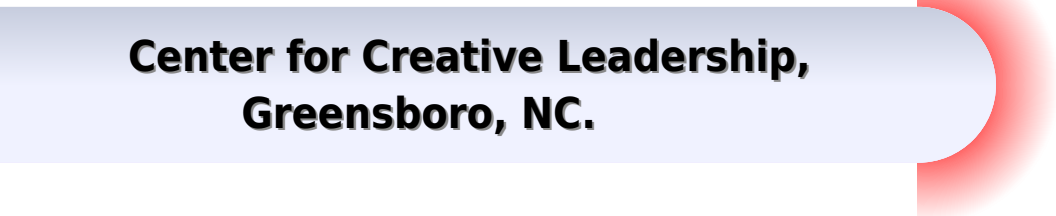
A STREET-SMART REVIEW

George P. Hollenbeck

A management psychologist
and former human resources executive
looks at selected practical literature

Ceo Selection A Street Smart Review

**Center for Creative Leadership,
Greensboro, NC.**



Ceo Selection A Street Smart Review:

CEO Selection George P. Hollenbeck, 1994 Although CEO selection may be the most important decision an organization makes there is little practical literature available on the subject In this report the author a management psychologist and a former human resources executive reviews selected books and articles on CEO selection and presents his personal views on the topic

Leadership Resources Center for Creative Leadership, Greensboro, NC., 2000 This guide provides over 300 pages of resources suggested by leadership educators in surveys Center for Creative Leadership staff and search of library resources This eighth edition is half new including web sites and listserv discussion groups and it places a stronger focus on meeting the needs of human resources professionals and corporate trainers An annotated bibliography groups leadership materials in several broad categories overview in context history biography and literature competencies research theories and models training and development social global and diversity issues team leadership and organizational leadership 180 pages Includes annotated lists of journals and newsletters 9 pages instruments 21 pages exercises 41 pages instrument and exercise vendors 5 pages videos 29 pages video distributors 4 pages web sites 6 pages organizations 21 pages and conferences 9 pages Contains a 66 page index of all resources TEJ

Handbook of Employee Selection James L. Farr, Nancy T. Tippins, 2013-09-13 The Handbook of Employee Selection provides a comprehensive review of a contemporary personnel selection instruments including the technical methodology for their development and evaluation of their effectiveness b the organizational systems necessary for the effective and efficient use of personnel selection methods as part of organizations human resource management approach and c the societal and organizational factors that provide the context within which personnel selection is nested The Handbook will include descriptions of specific examples of personnel selection procedures that have had major impact on the development of personnel selection function within organizations as well as discussions of current and future trends in employee selection around the world

How People Evaluate Others in Organizations Manuel London, 2013-03-07 Evaluating and making decisions about other people are key aspects of doing business especially for managers and human resource professionals Industrial and organizational psychologists devise systematic methods to remove human errors in judgment such as biases and stereotypes However many decisions about people are not made by experts using standard procedures Even when they are human judgment is unavoidable This book examines the social psychological dynamics of person perception that underlie how people evaluate others in organizations It contains original articles from leading experts in social industrial and organizational psychology The book begins by examining basic principles and processes of social cognition and person perception such as schemas stereotypes automatic mindless information processing the perceiver's motivation and affect and situational conditions It then applies these ideas to key areas of business operations Helping readers understand and develop ways to improve the way people assess and make decisions about others this book covers the interview executive promotion decisions and assessment centers examines

performance appraisals and multisource 360 degree feedback ratings addresses leadership cognitions identifying training needs coaching and managing problem employees and includes chapters on cultural sensitivity negotiations group dynamics and virtual teams

The Nature of Organizational Leadership Stephen J. Zaccaro, Richard J. Klimoski, 2002-02-28 The quality of an organization's top leaders is a critical influence on its overall effectiveness and continuing adaptability Yet little current research examines leadership within the context of organizational structure such as how leaders influence organizational performance in those key moments when an executive's action is critical to driving the organization forward This book represents a significant contribution to the literature of leadership combining a contextual approach to organizational leadership with an in depth treatment of the cognitive social and affective dynamics underlying that leadership The Nature of Organizational Leadership using an interdisciplinary approach that draws from the work of scholars in both management and psychology provides a much needed organizational perspective on the problems confronted by top executive leaders and the requisite behaviors attributes and outcomes necessary to lead organizations effectively

Selecting International Executives Manuel London, Valerie I. Sessa, 1999 Organizations looking to establish and maintain a proactive global presence have executive selection requirements that go beyond traditional leadership skills These requirements also include cross cultural experience in negotiating developing and maintaining partnerships with other businesses worldwide Because the globalization of organizations is relatively new little is known about how to identify and select executives who have the skills to operate effectively in a global environment This book for practitioners and human resources professionals summarizes the most current information about the skills needed to successfully lead a global organization and defines a framework for identifying executives who possess those skills

The Human Resources Program-Evaluation Handbook Jack E. Edwards, John C. Scott, Nambury S. Raju, 2003-07-22 Technological advances and rapid changes in workforce demographics pose extensive challenges to human resources program evaluators But little has been done to document successful human resources program assessment and implementation strategies The Human Resources Program Evaluation Handbook is the first book to present state of the art procedures for evaluating and improving human resources programs Editors Jack E Edwards John C Scott and Nambury S Raju provide a user friendly yet scientifically rigorous how to guide to organizational program evaluation Integrating perspectives from a variety of human resources and organizational behavior programs a wide array of contributing professors consultants and governmental personnel successfully link scientific information to practical application Offering authoritative guidance to both novice and experienced program evaluators this unique guidebook includes New perspectives on organizational program evaluation Methods to assess the efficiency of human resources programs Identification of potential pitfalls Real life examples Additional references for program evaluation best practices The Human Resources Program Evaluation Handbook provides program evaluation teams with content specific guidance Supplying useful and accurate evaluation techniques the editors

present a manual for enhancing the effectiveness and efficiency of most major types of human resources programs Designed for academics and graduate students in industrial organizational psychology human resources management and business the handbook is also an essential resource for human resources professionals consultants and policy makers

Rodéate de los mejores Claudio Fernández-Aráo,2013-02 Rod ate de los mejores cubre las necesidades de los l deres en las organizaciones complejas Perteneces al consejo de administraci n y est s buscando un nuevo director general para tu empresa Necesitas cubrir un puesto clave en tu divisi n Quieres saber qu t cnicas debes aplicar para evitar caer en la trampa de los juicios prematuros en el proceso de evaluaci n de candidatos Rod ate de los mejores es un recurso completo para los directivos interesados en mejorar su capacidad para contratar y promocionar a los mejores y para cualquier persona interesada en el tema S rodearse de los mejores es dif cil pero no es un misterio Es una disciplina que puedes y debes dominar para tu organizaci n y para tu propio xito

Great People Decisions Claudio Fernández-Aráoz,2010-12-28 Praise for Great People Decisions Fernandez Araoz has captured the essence of building great teams with a masterful and entirely practical study of what goes into getting people selection right JACK WELCH Fernandez Araoz does a great service with this wonderful book teaching us how to accomplish the first task of any exceptional leader get the right people on the bus and into the right seats His enduring passion deep practical experience and analytical methods make his approach refreshing and powerful JIM COLLINS bestselling author of Good to Great No matter your business or product your service or strategy it s all done with people Great results only come when great people fill the right roles In Great People Decisions Fernandez Araoz clears away the fog of myth and fad that has long clouded people decisions bringing passion sound experience and wisdom to these all important questions DANIEL GOLEMAN bestselling author of Emotional Intelligence and Social Intelligence Great People Decisions is a groundbreaking myth busting and standard setting work To prepare yourself for the dramatic workforce changes that are expected in the next decade the first thing you should do is read this book The second thing you should do is put Fernandez Araoz s advice into practice immediately JIM KOUZES bestselling coauthor of The Leadership Challenge and A Leader s Legacy Too many people say people are our most important assets but then don t act on it In this important and eloquent book Fernandez Araoz provides compelling evidence for why making great people decisions is essential for anyone who aspires to become a great leader or build a great company If you follow the sage advice he offers in this book you are sure to make great people decisions NITIN NOHRIA Senior Associate Dean of Faculty Development Harvard Business School and coauthor of Paths to Power and In Their Time

Choosing Executives Jennifer J. Deal,Valerie I. Sessa,Jodi J. Taylor,1999 Failure rate for senior executives is high consider the frequent stories in the press about yet another CEO who has been fired or has resigned prematurely Hypothesizing that the selection process is inadequate CCL researchers used the Peak Selection Simulation to ask 621 decision makers specific questions about how they use interviews HR information and search firm reports to select top level candidates This report containing thirty figures and tables and a comprehensive

reference list documents this research and provides useful insights that can lead to better selection outcomes

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