



Performance Management (HR Fundamentals)

By Linda Ashdown

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Performance Management is a guide to the fundamental principles of training, learning, and development. Tailored to the needs of HR practitioners, it offers a complete overview of the field strongly aligned to organizational and HR strategies and objectives. Using a combination of practical tools, assessments, scenarios, and case studies from best practice it builds knowledge of the area including motivation, key competencies, types of assessment and performance review to dealing with underperformance. Aligning learning and development with strategic objectives, it provides the skills needed to plan, implement, and assess relations in any type of organization.

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Editorial Review

Review

“*Performance Management* provides a cogent and compelling narrative about the purpose, value and practical implementation of the essential components needed to create a high performance culture. It should be read by anyone who aspires to deliver outstanding results by aligning business goals with the full potential of the organization to achieve them.”

(Steve Gatfield, former CEO *Lowes Worldwide and EVP, Interpublic Group*)

“This book is very readable and insightful. It’s ideal for people new to the topic and those more experienced in performance management. The real-life examples and practical exercises will inspire and encourage line managers and HR practitioners to deliver effective performance management at work.”

(Caroline Beard, Head of Employer Solutions *CIPD*)

"A comprehensive insight into the subject of performance management. This book provides both practical guidance and a useful 'toolkit' of real-life examples enabling the reader to understand how performance management can support organizations in ever-changing and competitive markets. A highly recommended resource for HR professionals and line managers." (Diane Fishlock, Human Resources Manager *TAG Aviation (UK) Limited*)

"This book equips HR professionals with an 'up-to-date' guide that is filled with extensive practical application and experience, with a refreshing viewpoint into this specialism."

(Marie Proctor, HR Advisor *Carillion*)

“Linda Ashdown’s book comprises a very useful addition to the performance management literature. It places performance management in context, and both the current examples and historical backdrop aid understanding. The book is clearly written, unpacks some complex concepts and issues, and will be accessible to a diverse readership. The in-chapter exercises, including case studies and diagnostic questionnaires, should help to bring out practical applications of the subject area via discussion and independent study.”

(Dr Ray French, Professor in Organizational Behavior *Portsmouth Business School*)

About the Author

Linda Ashdown provides HRM services through her company Ashdown-Jones HR Ltd. She spent many years working in the advertising industry and was HR Director for Leo Burnett Advertising Ltd. She also currently teaches at Portsmouth University.

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