Robert S Kaplan

Judd E. Hollander

Robert S Kaplan :

   The Balanced Scorecard Robert S. Kaplan,1996   *What to Ask the Person in the Mirror* Robert Steven Kaplan,2011-07-12 Successful leaders know that leadership is less often about having all the answers and more often about asking the right questions The challenge lies in being able to step back reflect and ask the key questions that are critical to your performance and your organization s effectiveness In What to Ask the Person in the Mirror leadership expert Robert Kaplan presents a process for asking the big questions that will enable you to diagnose problems change course if necessary and advance your career He lays out areas of inquiry including questions such as Do I clearly articulate my vision and top priorities to my employees and key constituencies Does the way I spend my time enable me to achieve my top priorities Do I give subordinates timely and direct feedback they can act on Do I actively seek feedback myself Have I developed a succession roadmap Is my organization s design aligned with the achievement of its objectives Is my leadership style still effective and does it reflect who I truly am Packed with real life situations this highly readable and practical guide helps you learn to ask the right questions and work through the answers in ways that are right for you By asking these questions you can tackle the inevitable challenges of leadership as you craft new strategies for staying on top of your game   What You Really Need to Lead Robert Steven Kaplan,2015-08-11 WHAT MAKES A LEADER CAN YOU REALLY LEARN TO LEAD You might believe that leaders are born not made Perhaps you think that you need to hold an important job to be a leader that you need permission to lead Leadership is one of the most important aspects of our society Yet there is enormous disagreement and confusion about what leadership means and whether it can really be learned As Harvard Business School professor Robert Steven Kaplan explains in this powerful new book leadership qualities are not something you either have or you don t Leadership is not a destination or a state of being Leadership is about what you do rather than who you are and it starts with an ownership mind set For Kaplan learning to lead involves three key elements Thinking like an owner A willingness to act on your beliefs A relentless focus on adding value to others Kaplan compellingly argues that great organizations are built around a nucleus of people who think and act with an ownership mind set He believes that leadership is not a role reserved only for those blessed with the right attributes or situated in the right positions of power Leadership is accessible to each of us today It requires a process of hard work willingness to ask questions and openness to learning This book aims to demystify leadership and outlines a specific regimen that will empower you to build your leadership skills Kaplan tells real life stories from his own experience of working with various types of leaders seeking to improve their effectiveness and make their organizations more successful He asks probing questions provides exercises and suggests concrete follow up steps that will help you develop your skills create new habits and move you toward reaching your unique leadership potential What You Really Need to Lead will help you develop your capacity to lead by unlocking your power to think and act like an owner   Balanced Scorecard Success: The Kaplan-Norton Collection (4 Books) Robert S. Kaplan,David

P. Norton,2015-12-22 This collection highlights the most important ideas and concepts from Robert S Kaplan and David P Norton authors of The Balanced Scorecard a revolutionary performance measurement system that allows organizations to quantify intangible assets such as people information and customer relationships Also included are Strategy Maps which enables companies to describe the links between intangible assets and value creation with a clarity and precision never before possible The Execution Premium which describes a multistage system to help companies to gain measurable benefits from carefully formulated business strategy and The Strategy Focused Organization which introduces a new approach to make strategy a continuous process owned not just by top management but by everyone   **The Strategy-Focused Organization** Robert S. Kaplan,David P. Norton,2000-09-13 The creators of the revolutionary performance management tool called the Balanced Scorecard introduce a new approach that makes strategy a continuous process owned not just by top management but by everyone In The Strategy Focused Organization Robert Kaplan and David Norton share the results of ten years of learning and research into more than 200 companies that have implemented the Balanced Scorecard Drawing from more than twenty in depth case studies including Mobil CIGNA and AT T Canada Kaplan and Norton illustrate how Balanced Scorecard adopters have taken their groundbreaking tool to the next level These organizations have used the scorecard to create an entirely new performance management framework that puts strategy at the center of key management processes and systems Kaplan and Norton articulate the five key principles required for building strategy focused organizations 1 translate the strategy into operational terms 2 align the organization to the strategy 3 make strategy everyone s everyday job 4 make strategy a continual process and 5 mobilize change through strong effective leadership The authors provide a detailed account of how a range of organizations in the private public and nonprofit sectors have deployed these principles to achieve breakthrough sustainable performance improvements   *The Robert S. Kaplan Series in Management Accounting* ,   The Balanced Scorecard Robert S. Kaplan,David Norton,2009 Kaplan accounting Harvard and Norton president of Renaissance Solutions Inc created the balanced scorecard to assist businesses in moving from ideas to action achieving long term goals and obtaining feedback about strategy The balanced scorecard consists of four sections clarifying and translating vision and strategy communicating and linking strategic objectives and measures planning setting targets and aligning strategic initiatives and enhancing strategic feedback and learning Because the writing is technically oriented and somewhat detailed this work is geared toward scholars and high level business planners However its clear organization makes reading and understanding the concepts much easier Recommended for upper level and graduate business students and senior practitioners in the strategic planning field   *The Business of Influence* Philip Sheldrake,2011-05-04 Media has most definitely evolved as have the ways in which we contemplate design communicate and execute strategy And rather than technological evolution we re plainly in the midst of a technological revolution We have no choice then but to reframe marketing and PR in the context of 21st Century technology 21st Century media and disintermediation and 21st Century

articulation of and appreciation for business strategy Today every organization is in the influence business We influence customers to buy from us employees to work for us and the media to write about us Gone are the days when you could be your own island Now to be successful you need to live within the influence ecosystem and that requires a change of mindset Fortunately Philip Sheldrake will show you how David Meerman Scott bestselling author of The New Rules of Marketing PR and the new hit Real Time Marketing PR   *The HR Scorecard* Brian E. Becker,David Ulrich,Mark A. Huselid,2001-04-11 Three experts in Human Resources introduce a measurement system that convincingly showcases how HR impacts business performance Drawing from the authors ongoing study of nearly 3 000 firms this book describes a seven step process for embedding HR systems within the firm s overall strategy what the authors describe as an HR Scorecard and measuring its activities in terms that line managers and CEOs will find compelling Analyzing how each element of the HR system can be designed to enhance firm performance and maximize the overall quality of human capital this important book heralds the emergence of HR as a strategic powerhouse in today s organizations   **Avoiding Trivia** Daniel W. Drezner,2009-11-01 After World War II George Kennan became the State Department s first director of policy planning Secretary of State George Marshall s initial advice to Kennan above all avoid trivia Concentrate on the forest not the trees and don t lost sight of the big picture Easier said than done Avoiding Trivia critically assesses the past future and future role and impact of long term strategic planning in foreign policy Strategic planning needs to be a more integral part of America s foreign policymaking Thousands of troops are engaged in combat while homeland security concerns remain In such an environment long term coordination of goals and resources would seem to be of paramount importance But history tells us that such cohesiveness and coherence are tremendously difficult to establish much less maintain Can policy planners in the Pentagon the State Department Treasury NSC and National Intelligence Council rise to the challenge Indeed is strategic planning a viable concept in 21st century foreign policy These crucial questions guide this eye opening book The contributors include key figures from the past few decades of foreign policy and planning individuals responsible for imposing some sort of order and strategic priority on foreign policy in a world that changes by the minute They provide authoritative insight on the difficulties and importance of thinking and acting in a coherent way for the long term Contributors Andrew P N Erdmann Peter Feaver Aaron L Friedberg David F Gordon Richard N Haass William Inboden Bruce W Jentleson Steven D Krasner Jeffrey W Legro Daniel Twining Thomas Wright Amy B Zegart   Design for Trustworthy Software Bijay K. Jayaswal,Peter C. Patton,2006-08-31 ASQ 2007 CROSBY MEDAL WINNER An Integrated Technology for Delivering Better Software Cheaper and Faster This book presents an integrated technology Design for Trustworthy Software DFTS to address software quality issues upstream such that the goal of software quality becomes that of preventing bugs in implementation rather than finding and eliminating them during and after implementation The thrust of the technology is that major quality deployments take place before a single line of code is written This customer oriented integrated technology can help deliver breakthrough

results in cost quality and delivery schedule thus meeting and exceeding customer expectations The authors describe the principles behind the technology as well as their applications to actual software design problems They present illustrative case studies covering various aspects of DFTS technology including CoSQ AHP TRIZ FMEA QFD and Taguchi Methods and provide ample questions and exercises to test the readers understanding of the material in addition to detailed examples of the applications of the technology The book can be used to impart organization wide learning including training for DFTS Black Belts and Master Black Belts It helps you gain rapid mastery so you can deploy DFTS Technology quickly and successfully Learn how to Plan build maintain and improve your trustworthy software development system Adapt best practices of quality leadership learning and management for the unique software development milieu Listen to the customer s voice then guide user expectations to realizable reliable software products Refocus on customer centered issues such as reliability dependability availability and upgradeability Encourage greater design creativity and innovation Validate verify test evaluate integrate and maintain software for trustworthiness Analyze the financial impact of software quality Prepare your leadership and infrastructure for DFTS Design for Trustworthy Software will help you improve quality whether you develop in house outsource consult or provide support It offers breakthrough solutions for the entire spectrum of software and quality professionals from developers to project leaders chief software architects to customers The American Society for Quality ASQ is the world s leading authority on quality which provides a community that advances learning quality improvement and knowledge exchange to improve business results and to create better workplaces and communities worldwide The Crosby Medal is presented to the individual who has authored a distinguished book contributing significantly to the extension of the philosophy and application of the principles methods or techniques of quality management Bijay K Jayaswal CEO of Agilenty Consulting Group has held senior executive positions and consulted on quality and strategy for 25 years His expertise includes value engineering process improvement and product development He has directed MBA and Advanced Management programs and helped to introduce enterprise wide reengineering and Six Sigma initiatives Dr Peter C Patton Chairman of Agilenty Consulting Group is Professor of Quantitative Methods and Computer Science at the University of St Thomas He served as CIO of the University of Pennsylvania and CTO at Lawson Software and has been involved with software development since 1955 **What You're Really Meant to Do** Robert Kaplan,2013-04-16 How do you create your own definition of success and reach your unique potential Building a fulfilling life and career can be a daunting challenge It takes courage and hard work Too often we charge down a path leading to success as defined by those around us and ultimately are left feeling dissatisfied Each of us is unique and brings distinctive skills and qualities to any situation So why is it that most of us fail to spend sufficient time learning to understand ourselves and creating our own definition of success The truth is it can seem so natural and so much easier to just do what everyone else is doing for now leaving it for later to develop our best selves and figure out our own unique path Is there a road map that will enable you to defy conventional

wisdom resist peer pressure and carve out a path that fits your unique skills and passions Robert Steven Kaplan leadership expert and author of the highly successful book What to Ask the Person in the Mirror regularly advises executives and students on how to tackle these questions In this indispensable new book Kaplan shares a specific and actionable approach to defining your own success and reaching your potential Drawing on his years of experience Kaplan proposes an integrated plan for identifying and achieving your goals He outlines specific steps and exercises to help you understand yourself more deeply take control of your career and build your capabilities in a way that fits your passions and aspirations Are you doing what you re really meant to do If you re ready to face this question this book can help you change your life *The Ever-Evolving Enterprise* Stephen C. Harper,2011-01-04 This insightful guide showcases a new psychological framework through which business leaders can transform themselves and their organizations Most managers author Stephen C Harper writes do not understand what is involved in transforming organizations His book The Ever Evolving Enterprise Guidelines for Creating Your Company s Future is intended to remedy that focusing on ten areas proactive business leaders must address as they guide their companies through everyday activities and into the future The book stresses the need for firms to evolve to remain in sync with an ever changing marketplace It explores the multifaceted nature of transformational leadership and offers specific guidelines ideas and techniques leaders can institute to seize new opportunities and develop innovative products and services that offer sustainable competitive advantages But it also invites executives to take a closer look at how they lead their firms promoting a fresh psychological framework that will keep business leaders and their companies anticipatory perceptive agile innovative results oriented and able to execute so that their visions become realities Cumulative List of Organizations Described in Section 170 (c) of the Internal Revenue Code of 1954 United States. Internal Revenue Service,2002 **Performance Measurement for World Class Manufacturing** Brian H. Maskell,1991-07-01 If your company is adopting world class manufacturing techniques you ll need new methods of performance measurement to control production variables In practical terms this book describes the new methods of performance measurement and how they are used in a changing environment For manufacturing managers as well as cost accountants it provides the theoretical foundation for these innovative methods and is supported by extensive practical examples *From Cost to Performance Management* Catherine Stenzel,Joe Stenzel,2003-07-25 Every manager is responsible for cost and performance management in one form or another This book provides an unbiased survey and explanation of the cost and performance management approaches and methods currently available for application in business Topics covered include cost management and performance management measurement options including ABC M Total Quality Management Supply Chain Management and Balanced Scorecard Contrasts with managerial accounting textbooks which tend to be conceptual and theoretical and not easily adaptable to practical situations Assists readers in choosing the best approach or blend of methods to address specific business problems Supports learning through real world applications

Provides a complete presentation of field tested cost management and performance management measurement options
    Balanced Scorecard Step-by-Step Paul R. Niven,2010-06-15 PRAISE FOR Balanced Scorecard Step By Step Maximizing Performance and Maintaining Results Second Edition As a practitioner and thought leader Paul Niven is superbly bridging the gulf between BSC theory and application through hands on experiences and real world case studies The book provides a practical road map step by step to plan execute and sustain a winning scorecard campaign Easy to read tells a powerful story with lessons learned best practices from global customer implementations Must read for anyone interested in BSC or grappling with how to create a strategically aligned organization Vik Torpunuri President and CEO e2e Analytix In Balanced Scorecard Step by Step Second Edition Paul Niven provides an intuitive and incredibly effective blueprint for transitioning strategic ambition to execution Paul s pragmatic approach provides leaders with a tool for managing a company s journey from strategic ideas to world class performance The Balanced Scorecard is a masterful tool for guiding companies through transformation and I speak from personal experience when I say Paul s blueprint works It is the most effective guide I have seen Balanced Scorecard Step by Step will serve any leader well if their ambition is to efficiently engage their teams in achieving a set of strategic goals Allan A MacDonald Vice President Sales and Customer Solutions Bell Canada National Markets Paul Niven has done it again With this book he has further operationalized the enlightened Balanced Scorecard concept into a fully functional system that optimizes business execution and performance Barton Johnson President Financial Freedom Senior Funding Corporation The Reverse Mortgage Specialist   *Cumulative List of Organizations Described in Section 170 (c) of the Internal Revenue Code of 1986* ,1993   The Workforce Scorecard Mark A. Huselid,Brian E. Becker,Richard W. Beatty,2005 Executing business strategy with the focus on workforce metrics strategy a concept building on the HR Scorecard   **Publication** ,1994

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