

Special Challenges in Career Management

Counselor Perspectives

EDITED BY

Alan J. Pickman, PhD

A Psychology Press Book



Special Challenges In Career Management Counselor Perspectives

Alan J. Pickman



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Special Challenges in Career Management Alan J. Pickman, 2013-02-01 As the practice of outplacement counseling continues to evolve outplacement professionals are increasingly called upon to respond effectively to a rapidly changing set of counseling and business developments One of the major trends is that the skills and expertise of outplacement practitioners are of value to individuals still employed within corporate organizations as well as to those who have already lost their jobs Practitioners are designing programs and delivering services in the areas of executive coaching organization development internal career management and more Another trend is that career management professionals are challenged to provide effective services to an increasingly diverse group of candidates to ensure that they are maintaining the highest professional standards in their service delivery And more attention is being given to innovative applications of technology to career management services As a result of these evolving trends the need has never been greater for career management professionals to think clearly about the services they deliver to enhance their own professional development on an ongoing basis and to respond effectively to changes in the labor market One of the best ways to accomplish this growth is to fully tap the knowledge and experience of authorities in the field The contributors to this volume are established industry leaders with demonstrated expertise in their areas of special interest This volume is a valuable resource to all those interested in the fields of outplacement and career management especially current and would be practitioners Its contents will benefit candidates receiving career management services and human resources professionals whose organizations provide such services It is also of interest to those from a variety of academic backgrounds including counseling psychology organization development and industrial organizational psychology For all of these audiences this volume assembles practical state of the art information about important career development topics from a broad range of distinguished practitioners

Special Challenges in Career Management Alan J. Pickman, 1996 Practical Resources for Recruiting Minorities for Chief Executive Officers at Public Transportation Agencies, 2011 TRB's Transit Cooperative Research Program TCRP Report 148 Practical Resources for Recruiting Minorities for Chief Executive Officers at Public Transportation Agencies provides strategies to recruit minorities for chief executive officer CEO positions and offers resources to assist governing boards of public transportation agencies in the recruitment of minority CEOs The report also assesses the transit industry's recruitment processes for CEOs and provides a case for diversity that documents the benefits of minorities in public transportation leadership positions The report also describes strategies for retaining CEOs at public transportation agencies

Employee Relations International, 1997 Current Topics in Management Robert Golembiewski, 2018-02-06 This annual series presents research on the theory and practice of

management Volume 9 includes papers presented at the 2003 joint conference of the International Conference on Advances in Management ICAM and Korean Association of Public Administration This volume exemplifies ICAM's comparative orientation in its broad scope of management perspectives in its diverse locations of its research as well as its application and in its comparisons of findings methodologies and operational definitions Part 1 Organization Theory Change and Effectiveness discusses the relationship between ethical orientation and crisis management before and after the World Trade Center attacks and high success rates of organizational development and modern Hindu work ethics Part 2 Behavior and Attitudes in Organizations offers a nuanced perspective on organization's behavior academic wisdom versus practical realities in organization and regulatory focus as a determinant of occupational status Part 3 Business and Society Ethics and Values looks at crises in corporations and government due to corruption and unethical behavior Part 4 International and Cross Cultural Management looks at studies on leader power and how it is associated with subordinates conflict management strategies and propensity to leave a job in four countries the role of commitment to change as it is associated with reaction to organizational change in India and effective management of interdepartmental conflict in Greece Part 5 looks at the number of levels in multi level organizational research This volume will be of particular interest to corporate executives economists and labor studies specialists

Handbook of Industrial, Work & Organizational Psychology Neil Anderson, Deniz S. Ones, Handan Kepir Sinangil, Chockalingam Viswesvaran, 2001-10-19 It is absolutely up to date and very much international in its outlook Dr Rolf van Dick Dr Patrick Tisington Aston University The globalized nature of work in the new millennium implies that human resource management psychological theories of personnel and individual behaviour in the workplace have to change and evolve This volume mainly focuses on theories techniques and methods used by industrial and work psychologists Internationally renowned authors summarize advances in core topics such as analysis of work work design job performance performance appraisal and feedback workplace counterproductivity recruitment and personnel selection work relevant individual difference variables cognitive ability personality human machine interactions human errors training learning individual development socialization and methods and measurement

Executive Coaching Christina A. Douglas, William H. Morley, 2000 What does a typical coaching process look like What are the steps that lead through that process This book examines these questions and others in a review of the current literature about executive coaching The authors continue the discussion with a look at the themes revealed through their review and lay the groundwork for thinking about executive coaching as a process and relationship rather than just a brief fix it intervention

Business [REDACTED], 2003 *Consultation for Organizational Change* Anthony F. Buono, David W. Jamieson, 2010-09-01 This volume is a joint publication in the Research in Management Consulting and Contemporary Trends in Organizational Change and Development series This dual focus reflects the reality that consulting for organizational change is a special type of management consultation a complex field of endeavor that requires a broad range of skills and competencies To be truly

effective change related consulting requires a unique client consultant relationship a special set of consulting skills an expertise in human and organizational systems and significant personal qualities It is in high demand in a world full of change Yet we still know relatively little theoretically about this type of consulting and have relatively little empirical evidence about what actually works and why As the contributors amply illustrate the Organization Development OD field has a well developed set of frameworks technologies and models of change Still we need to focus on and learn more about the role of the OD consultant as a special kind of change agent A goal of this joint volume is to increase that specific body of knowledge and provide an illustration of much needed collaboration in bringing all possible resources to bear on our understanding of an increasingly critical and essential form of consulting

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