

Bsc Personal Balance Scorecard Personal

Robert S. Kaplan,David P. Norton

Personal Balanced Scorecard Hubert K. Rampersad, 2006-06-01 The Personal Balanced Scorecard (PBSC) is a journey into the inner self, where values, hopes, dreams and aspirations lie quietly waiting to be discovered. Taking the journey as an individual allows you to view your life objectively and authentically as a whole person and provides a roadmap of your dreams and aspirations translated into manageable and measurable milestones. As a part of the Total Performance Scorecard (TPS) process which I introduced in 2003 in *Total Performance Scorecard: Redefining Management to Achieve Performance with Integrity*, and which has been translated into more than 20 languages, the Personal Balanced Scorecard can also be an effective way for managers to coach others to achieve integrity and alignment between work and life. The benefit comes from changing individual behavior in order to drive organizational effectiveness, enhance performance, and increase self-awareness, personal responsibility and motivation. PBSC is an integral part of this organic and holistic Total Performance Scorecard process, which is an organizational and cultural change tool and a method for ongoing effectiveness. Its uniqueness lies in aligning and a combination of Personal and Organizational goals to result in Individual Performance Plans for each employee. The focus of this book is the PBSC portion, which comprises a search for self-knowledge, self-discovery and self-mastery.

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Balanced Scorecard Step-by-Step Paul R. Niven, 2002-10-15 This book explains how an organization can measure and manage performance with the Balanced Scorecard methodology. It provides extensive background on performance management and the Balanced Scorecard, and focuses on guiding a team through the step-by-step development and ongoing implementation of a Balanced Scorecard system. Corporations, public sector agencies, and not for profit organizations have all reaped success from the Balanced Scorecard. This book supplies detailed implementation advice that is readily applied to any and all of these organization types. Additionally, it will benefit organizations at any stage of Balanced Scorecard development. Regardless of whether you are just contemplating a Balanced Scorecard, require assistance in linking their current Scorecard to management processes, or need a review of their past measurement efforts, *Balanced Scorecard Step by Step* provides detailed advice and proven solutions.

Authentic Governance Hubert Rampersad, , Ph.D., Saleh Hussain, MBA, 2014-01-16 Over the past years, we have heard and read plenty about how executives should behave more responsibly in the light of corporate governance. Despite all these efforts, many implementations of corporate governance provide no protection from potentially catastrophic ethical failures. This book emphasizes the introduction of a new corporate governance blueprint for addressing these concerns in a more authentic, organic and holistic way. It is a roadmap toward a high-performance ethical culture. By way of this innovative system, Dr. Hubert Rampersad and Saleh Hussain, MBA, are launching a revolutionary concept that actively has human capital embedded in corporate governance in a manner that creates a stable basis for the personnel's trustworthiness, integrity, and engagement and ethical corporate excellence. Featuring numerous case examples and practical tools and exercises, this book will help the reader learn to: Develop, implement, and cultivate authentic personal governance and corporate governance effectively Create conditions for sustainable corporate governance Increase their personal effectiveness Develop their personal integrity effectively and become a better human being Develop ethical personal leadership Develop a highly engaged workforce, based on high ethical standards Create a high-performance culture and enhance the competitiveness of their organization Create conditions for an organizational climate marked by self-guidance, creativity, passion, and ethical behavior Develop a culture in which personal integrity and business ethics is a way of life

The Balanced Scorecard Robert S. Kaplan, David P. Norton, 1996-08-02 The Balanced Scorecard translates a company's vision and strategy into a coherent set of performance measures. The four perspectives of the scorecard--financial measures, customer knowledge, internal business processes, and learning and growth--offer a balance between short-term and long-term objectives, between outcomes desired and performance drivers of those outcomes, and between hard objective measures and softer, more subjective measures. In the first part, Kaplan and Norton provide the theoretical foundations for the Balanced Scorecard; in the second part, they describe the steps organizations must take to build their own Scorecards; and, finally, they discuss how the Balanced Scorecard can be used as a driver of change.

Total Performance Scorecard Hubert Rampersad, 2004-02-18 In the post-Enron climate corporate executives are increasingly pressured to increase productivity and create an ethical, trustworthy organizational climate. 'Total Performance Scorecard' introduces a concept of organizational improvement and change management that combines the Balanced Scorecard model with the learning organization theory. The TPS contains a personal balanced scorecard, which is tied to an organizational balanced scorecard. These scorecards reflect not only performance goals but personal learning and growth goals as well, and the organizational scorecards also address organizational climate issues. Continuous improvement, change management, 360 degree feedback, and the learning organization are theories that the TPS makes use of in a very straightforward way. If implemented, the TPS enables a company to tie personal goals to organizational goals and tie personal performance to organizational performance, all within a culture that supports integrity, personal growth, learning, and open communication. Nirvana!

An analysis how the Balanced Score Card approach could enhance the personal contentedness considering the change in the society from a Work/Life balance to a multi-duty-life of individuals in consulting companies in Germany Christian Friedrichs, 2011-05-17 Inhaltsangabe: Introduction: 1.1, Introduction and background: Social changes are making their mark. Current developments constitute a tremendous upheaval that, over the next ten years, will exert a lasting influence on people's everyday lives, their desires, values, and their behavior as consumers. Work vs. Life turns into a Multi-Duty-Life: The uncommitted self-time is diminishing. The GIM (Gesellschaft für Innovative Marktforschung) developed the Delphi 2017 study where they came to the conclusion mentioned above. The results are significant information how the individuals will change their behavior and needs over the next years. But how does this affect the approaches of consulting companies that want strengthen the work/life balance of their employees? To help our people balance work and life Accenture has flexible work arrangements in more than 30 countries around the world. We also offer a wide variety of traditional and non-traditional work/life programs for employees and their families. Especially in times when well educated employees are a rare property the necessity is high to offer more than just good salaries. The innovative fantasy is needed to develop solutions that differentiate a company from their competitors (competitor in case of different employer). Particularly in cases when highest assignment is questioned from the employees, the employer must find uniquely solutions. The author wants to analyze the

existing tools that are used to support the work/life balance. After questioning a representative number of consultants from different consulting companies based in Germany he wants to elaborate areas that are important for the employees. The survey structure will be oriented on the four perspectives of the Personal Balanced Scorecard. The Personal Balanced Scorecard is based on an approach from Hubert K. Rampersad and integrates personal goals with career goals. Based on the results the author wants to develop tools that support the individual needs. Additionally the Personal Balanced Scorecard will be used to support employees to manage their needs and to support the employer to measure the current satisfaction level and the improvements. 1.2, Aims and objectives: The aim of the dissertation is an analysis how existing tools support an enhancement of the contentedness of employees within consulting companies based in Germany. Based on the results of the survey and on expected cultural changes evaluated in [...]

The Balanced Scorecard Robert S. Kaplan,David P. Norton,2005

Total Performance Scorecard Hubert K. Rampersad,2003 In the post-Enron climate corporate executives are increasingly pressured to increase productivity and create an ethical, trustworthy organizational climate. 'Total Performance Scorecard' introduces a concept of organizational improvement and change management that combines the Balanced Scorecard model with the learning organization theory. The TPS contains a personal balanced scorecard, which is tied to an organizational balanced scorecard. These scorecards reflect not only performance goals but personal learning and growth goals as well, and the organizational scorecards also address organizational climate issues. Continuous improvement, change management, 360 degree feedback, and the learning organization are theories that the TPS makes use of in a very straightforward way. If implemented, the TPS enables a company to tie personal goals to organizational goals and tie personal performance to organizational performance, all within a culture that supports integrity, personal growth, learning, and open communication. Nirvana!

Authentic Personal Brand Coaching Hubert K. Rampersad,2015-06-01 This book offers an advanced breakthrough formula to build, implement, and cultivate an authentic, distinctive, and memorable personal brand, which forms the key to enduring personal success. This new personal branding blueprint entails a systematic and integrated journey towards self-awareness, happiness, and enduring marketing success. If you are branded in this holistic way you will automatically attract success and the people and opportunities that are a perfect fit for you. Dr. Hubert Rampersad has introduced an advanced authentic personal branding model and practical related tools, that provide an excellent framework and roadmap for building a strong authentic personal brand, which is in harmony with your dreams, life purpose, values, genius, passion, and with things what you love doing. This unique authentic personal branding system will help you to unlock your potential and build a trusted image of yourself that you want to project in everything you do. It also opens your view to new ideas, possibilities and opportunities. It is combined with powerful tools to deliver peak performance and to create a stable basis for trustworthiness, credibility, and personal charisma. This innovative methodology is spiritual, measurable, holistic, organic, authentic and sustainable. It taps deeply into self-awareness and helps others to develop innovative ways of doing business with social media and to position themselves strongly in this individual age. It has been proven in practice to produce sustainable results, not only for individuals but also for organizations. It's neither cosmetic nor cloudy, and therefore clients are experiencing concrete and sustainable results within 2 months.

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.

Total Performance Scorecard Hubert Rampersad,2004-02-18 In the post-Enron climate corporate executives are increasingly pressured to increase productivity and create an ethical, trustworthy organizational climate. 'Total Performance Scorecard' introduces a concept of organizational improvement and change management that combines the Balanced Scorecard model with the learning organization theory. The TPS contains a personal balanced scorecard, which is tied to an organizational balanced scorecard. These scorecards reflect not only performance goals but personal learning and growth goals as well, and the organizational scorecards also address organizational climate issues. Continuous improvement, change management, 360 degree feedback, and the learning organization are theories that the TPS makes use of in a very straightforward way. If implemented, the TPS enables a company to tie personal goals to organizational goals and tie personal performance to organizational performance, all within a culture that supports integrity, personal growth, learning, and open communication. Nirvana!

The Trainer's Balanced Scorecard Ajay Pangarkar,Teresa Kirkwood,2012-06-29 The balanced scorecard (BSC) is increasingly the strategic business tool of choice for many organizations. One of the four components of the BSC, 'learning and growth,' is largely misunderstood, underutilized, and ineffectively applied. The BSC framework provides an opportunity for management and workplace learning and performance professionals to communicate through a common language, establish realistic and measurable targets, and align and support the rest of the organization in a strategic way. This book provides proven guidance and customizable tools to measure the role of learning and performance, link it to organizational objectives, and communicate to management results in a common language.

Execution Excellence Sanjiv Anand,2016-04-04 A hands-on guidebook for making your strategy work with effective Balanced Scorecard design, deployment, and maintenance Execution Excellence is the practitioner's guide to real-world implementation. Designed by a Balanced Scorecard (BSC) thought leader with 30 years of experience and over 300 global implementations under his belt across a range of industry sectors, this guide gives you a hands-on framework for putting the BSC methodology into action. Clear, concise, and easy to read, this book skips the theoretical exposition to get right to the point—how can companies use BSC to effectively deploy strategy and drive individual and enterprise performance? You'll find the answers here. The discussion outlines the ways in which firms commonly fail in implementing BSC. These failures can be traced back to common design and implementation flaws: making the process too complicated and focusing on the BSC process rather than the outcome. The discussion will also cover design optimization across a range of key industry sectors. You'll gain expert insight into avoiding these missteps and the practical tools and perspective you need to implement BSC correctly the first time. While the Balanced Scorecard framework is widely accepted and praised, about half of firms that implement it fail to realize the full benefits. The fault lies not with the framework, but with the design, and more importantly—execution. This book gives you the information and tools you need to adopt BSC successfully. Design a BSC that truly and simply reflects your strategy Customize the BSC to reflect your industry's uniqueness Define clear measurements and ownership that suit your strategy Develop a framework for efficient data collection and reporting Implement effective reviews to keep your business on track Use your Balanced Scorecard data to close performance gaps Developed in the early 1990s, the Balanced Scorecard framework has been recognized as one of the most seminal business ideas in the last 75 years. Thousands of companies around the world use BSC to create and maintain a performance-oriented enterprise, yet just as many try and fail. Execution Excellence shows you what you need to know and do to become a BSC success story.

The Balanced Scorecard Robert S. Kaplan,David P. Norton,1996 Here is the book - by the recognized architects of the Balanced Scorecard - that shows how managers can use this revolutionary tool to mobilize their people to fulfill the company's mission. More than just a measurement system, the Balanced Scorecard is a management system that can channel the energies, abilities, and specific

knowledge held by people throughout the organization toward achieving long-term strategic goals. Kaplan and Norton demonstrate how senior executives in industries such as banking, oil, insurance, and retailing are using the Balanced Scorecard both to guide current performance and to target future performance. They show how to use measures in four categories - financial performance, customer knowledge, internal business processes, and learning and growth - to align individual, organizational, and cross-departmental initiatives and to identify entirely new processes for meeting customer and shareholder objectives. The authors also reveal how to use the Balanced Scorecard as a robust learning system for testing, gaining feedback on, and updating the organization's strategy. Finally, they walk through the steps that managers in any company can use to build their own Balanced Scorecard. The Balanced Scorecard provides the management system for companies to invest in the long term - in customers, in employees, in new product development, and in systems - rather than managing the bottom line to pump up short-term earnings. It will change the way you measure and manage your business.

The Strategy-focused Organization Robert S. Kaplan,David P. Norton,2001 A Powerful New Approach to Performance Management from the Creators of the Balanced Scorecard In Today's business environment, strategy has never been more important. Yet research shows that most companies fail to execute strategy successfully. Behind this abysmal track record lies an undeniable fact: many companies continue to use management processes-top-down, financially driven, and tactical-that were designed to run yesterday's organizations. Now, 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, Nova Scotia Power, and AT and T Canada-Kaplan and Norton illustrate how Balanced Scorecard adopters have taken their ground-breaking 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 to 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. Presenting a practical, proven framework steeped in rich case study experience, The Strategy-Focused Organization helps solve a universal management problem-not just how to formulate strategy, but how to make it work. Building on one of the most revolutionary business ideas of our time, this important book shows how today's leaders can shape their own companies to meet the challenges and reap the rewards of a new competitive era.

Balanced Scorecard Paul R. Niven,2011-01-04 This book provides an easy-to-follow roadmap for successfully implementing the Balanced Scorecard methodology in small- and medium-sized companies. Building on the success of the first edition, the Second Edition includes new cases based on the author's experience implementing the balanced scorecard at government and nonprofit agencies. It is a must-read for any organization interested in achieving breakthrough results.

Alignment Robert S. Kaplan,David P. Norton,2006 How to align all organisational units to the organisational strategy. Amplifies the ideas in the Balanced Scorecard and Strategy Maps.

Seven Simple Tools to Build a Motivating Work Environment Christian Friedrichs,2011-10 The so called War for talents is one of the current main topics of HR and Recruiting departments. Especially in Consulting companies where the fluctuation is higher as in other industries and the relation between headcount and revenue has a direct correlation. A stable workforce requires motivated employees. The present book Seven simple tools to build a motivating work environment deals with the question what Consultants keeps motivated and moves them to perform in challenging work environments. Based on a questionnaire answered from more than 100 Consultants from different Consulting companies in Germany the author analyses the needs of employees in the consulting industry. The author compares the results with available motivation tools. Based on the evaluated GAP the author recommends seven different tools to support leadership building up a motivating work environment. To measure the results of the tool usage the author describes how the Personal Balanced Scorecard Approach can be utilized.

Performance Drivers Nils-Göran Olve,Jan Roy,Magnus Wetter,2001-05-08 A Practical Guide to Using the Balanced Scorecard performance drivers Nils-Göran Olve, Jan Roy and Magnus Wetter Since the groundbreaking work of Robert S. Kaplan and David P. Norton, the concept of the Balanced Scorecard has achieved increasing popularity in the business world. Previously, many organizations had built their business objectives around financial targets and goals that bore little relation to a long-term strategic vision. Typically, this leaves a gap between the development of a company's strategy and its implementation. The business scorecard, however, provides a more 'balanced view' by looking at not just-financial concerns, but also customers, internal business processes, and learning and growth. But it is not just a system of performance measurement - by focusing on future potential success it can be used as a dynamic management system that reinforces, implements and drives corporate strategy forward. In this book, the authors draw on their extensive experience with scorecard projects to provide a step-by-step method for introducing the Balanced Scorecard into an organization. This is done through the use of some of the most important practical examples in existence, with case studies from ABB, Coca Cola, Electrolux, British Telecom, Nat West, Skandia and Volvo. The desired strategic control system using scorecards that is presented focuses on creating and communicating a total comprehensive picture to all members of the organization from the top down, a long-term view of what the company's strategic objectives really are, how to make use of knowledge gained through experience and the required flexibility of such a system to cope with the fast-changing business environment. This book will provide senior and operational managers, consultants and business academics with a comprehensive view of emerging Balanced Scorecard practice supported by both business advice and a theoretical foundation. Reflections on the relations between the Balanced Scorecard and other areas, such as TQM, information systems and intellectual capital and knowledge management are also made. Business Strategy

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