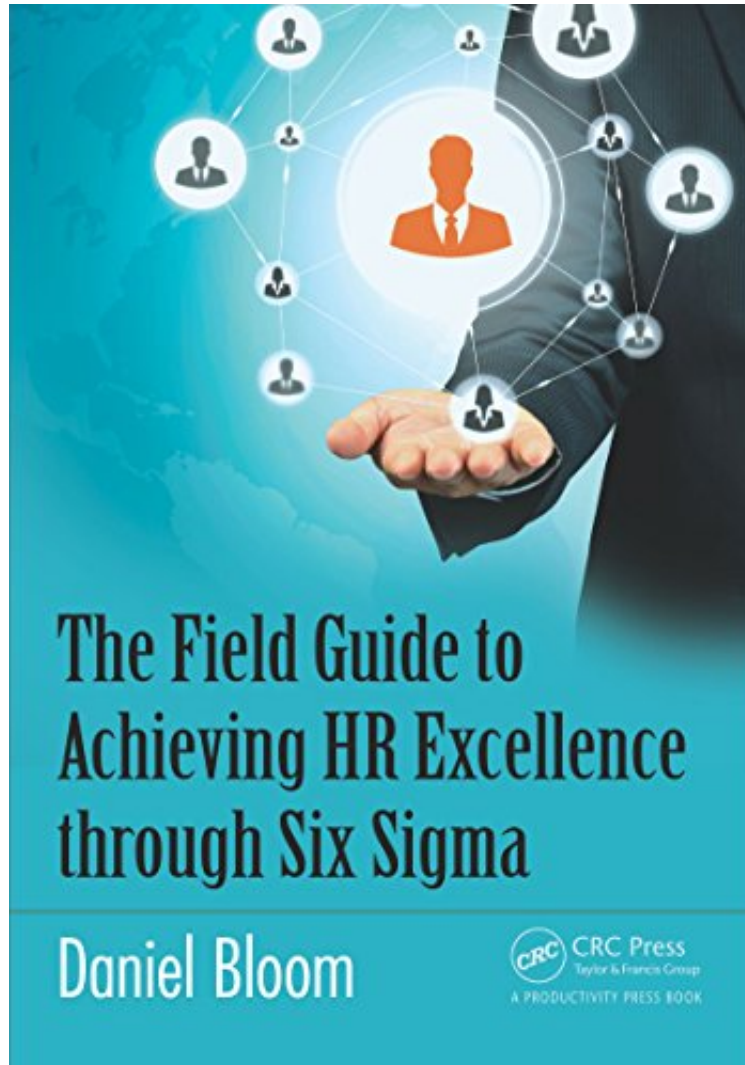


[Download free pdf] The Field Guide to Achieving HR Excellence through Six Sigma

The Field Guide to Achieving HR Excellence through Six Sigma

Daniel Bloom

*DOC | *audiobook | ebooks | Download PDF | ePub*



DOWNLOAD



READ ONLINE

#2122876 in eBooks 2016-03-30 2016-03-30 File Name: B01DLRHUEM | File size: 16.Mb

Daniel Bloom : The Field Guide to Achieving HR Excellence through Six Sigma before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Field Guide to Achieving HR Excellence through Six Sigma:

In an environment where many organizations think of human capital assets as little more than expense items that impact the bottom line, this book will help human resource (HR) professionals initiate a shift toward a new culture in which management views employees as true partners in achieving organizational success. The Field Guide to Achieving HR Excellence through Six Sigma provides detailed guidance on how to utilize the Six Sigma methodology

and the TLS Continuum to achieve the business model that is required to thrive in today's business environment. The book demonstrates a clear path to continuous improvement that is based on the practice of spreading quality throughout the organization so that it becomes everyone's responsibility. This book is the sequel to *Achieving HR Excellence through Six Sigma*. In this book, Daniel Bloom provides a road map on how to implement the concepts found in the first book. The book begins by explaining how to create an HR Center of Excellence and then provides an understanding of the define-measure-analyze-improve-control (DMAIC) process and its implementation for HR. This road map will help you determine where your organization is failing to meet the voice of the customer. The book presents proven Six Sigma solutions for initiating and sustaining organizational change as well as strategies that allow leadership to make adjustments to processes if your organization falls short of meeting the need of the customer. It includes case studies of organizations that have successfully utilized the Six Sigma methodology to improve workflow and correct HR issues including the actual project documents used to implement the methodology. A word of caution: If the reason you are looking to improve work flow is to find ways to reduce headcount, then this is not the book for you. Instead, if you are looking for a guide that can help you become a strategic partner, administrative expert, employee champion, and change agent, then fasten your seat belts and begin this worthwhile journey.

"This book is both thought-provoking and a must-read for not only HR Professionals, but company leadership as well. In this excellent book, Dan lays out a detailed, step-by-step process for not only achieving HR excellence, but a roadmap to process improvement in general." -Bob Sproull, Certified LSS MBB and TOC Jonah "Daniel Bloom has done an amazing job illustrating how to apply Six Sigma to improve HR performance and business results. Daniel guides you through the DMAIC process and provides real case studies of HR-related Six Sigma projects. HR departments that choose to take this journey of continuous improvement eventually earn the reputation as the trusted partner for resolving human capital management issues within the organization." -Gary A DePaul, Ph.D., CPT, Author of *Nine Practices of 21st Century Leadership* "Dan has a way of marrying his HR and process excellence knowledge that is practical and impactful to any HR professional who needs to learn about LEAN/Six Sigma methodologies." -Christina A. Gasperino, SPHR GPHR, HR Executive and LEAN/Six Sigma Master Black Belt. "HR Practitioners have been looking for tools to help them become the centers of excellence that Daniel Bloom refers to in this book. The journey he describes in detail grants us practical application through the example of the recruitment process. On each stop in the journey, he gives us tools to use with metrics to support the decisions. His real world case studies grant us the ability to see the tools applied and the positive outcomes achieved. If you follow this simplistic roadmap, and don't look back, you'll achieve excellence beyond your expectations." -Nicole Ochenduski, HR Manager, Church and Dwight Inc. "This guide takes you through a journey of improving processes such as the recruitment process. Step by step you learn the SIPOC steps in understanding the process. This guide teaches you how to set up a project charter, conduct an Ishikawa fishbone analysis, and establish goals and much more. This guide and the book is ideal for Human Resource Professionals, specialists, generalists, or leaders who wishes to learn more about formal process improvement techniques or for those just want to find ways to fine tune processes." -Tresha Moreland, VP of HR at Dameron Hospital Association, Founder of HR C-Suite Group on LinkedIn "Pharmaceutical policy has evolved over the last 50 years to be an enormously complex area of policy analysis. From the decisions that led to the exclusion of pharmaceutical coverage in Medicare at inception to the present, public and private sector policy makers have struggled to create and execute appropriate decisions on the optimal development, utilization and coverage of medications. This text is a must read resource for all health policy makers. While constituting only about 10 percent of total health spending in the US, the use of medications influences an enormous percentage of health spending. This includes the prevention and effective management of virtually all chronic conditions, hospital admissions and readmissions, and many other elements of health services. The editors have identified the leading experts across the entire landscape of pharmaceutical health policy and their contributions in the text will guide strong health policy development in this era of major change in health services design and delivery." Lucinda L. Maine, PhD, RPh, Executive Vice President and CEO, American Association of Colleges of Pharmacy "Pharmaceutical Public Policy examines critical issues in health care from the public policy perspective, providing contemporary information, learned commentary, and fascinating reading. A typical chapter includes current tables and statistics, a review of federal government policy, and an international health care perspective. Those with an interest in the history of public policy will find facts, background, and insights especially valuable. The review of current topics coupled with future policy implications is useful to both students and scholars of pharmaceuticals in the marketplace." Dr. Peter D. Hurd
About the Author Daniel T. Bloom, SPHR, SSBB, SCRIP, is the founder and chief executive officer of Daniel Bloom Associates, Inc. Founded in 1980, DBAI is a Largo, Florida-based human capital consulting firm dedicated to helping clients create strategic, innovative, and aligned organizations. Daniel Bloom is a well-respected author, speaker, and human resource strategist who has worked within a wide variety of industries. He has been an educator, a contingency executive recruiter, a member of a Fortune 1000 divisional HR staff, and the corporate relocation director for several real estate firms in the Tampa Bay area. He is an active member of the HR social media scene since 2006 with contributions to Best Thinking.com, Blogger, WordPress, Human Capital League, and recruiting blogs. He also serves

as a moderator of the Lean Six Sigma HR group and a manager of the Brandergy groups on LinkedIn. He is also a frequent contributor to the HR site Hirecentrix. Daniel Bloom has also published two books *Just Get me There* in 2005 which is the documented history of the corporate relocation industry and *Achieving HR Excellence through Six Sigma* published in 2013. He has also written more than 40 articles, which have appeared both in print and online, on various HR issues.