

mass career customization

ALIGNING THE WORKPLACE WITH
TODAY'S NONTRADITIONAL WORKFORCE

cathleen benko
anne weisberg

Mass Career Customization Aligning The Workplace With Today

Jicheng Xie



Mass Career Customization Aligning The Workplace With Today:

Mass Career Customization Cathleen Benko, Anne Weisberg, 2007-09-20 Far reaching changes in attitudes and family structures have been redefining the workforce for more than two decades yet the workplace has remained much the same. During this time many companies have learned that personalizing the customer experience is good for business. In *Mass Career Customization* the authors argue convincingly to extend this popular and profitable concept to the workplace. This book is centered on the powerful insight that career options in today's economy need to accommodate the rising and falling phases of employee engagement as it changes over time. The remarkable process unveiled in this book offers choices involving four important dimensions of career progression: role, pace, location, and schedule and workload. As the working population shrinks, maintaining industry advantage will depend largely on keeping employees engaged and connected. *Mass career customization* provides a framework for organizational adaptability that will do just that. [The Corporate Lattice](#)

Cathleen Benko, Molly Anderson, 2010-08-03 With roots planted firmly in the industrial age, the corporate ladder has been the metaphor used to describe the prevailing one-size-fits-all model for success. At its heart, the ladder is derived from inflexible hierarchical organization models in which prestige, individual rewards, information flow, power, and influence are tied to the rung each employee occupies. Yet the workplace, as we know it, is in transition, evolving away from the linear one-size-fits-all model of the corporate ladder toward a multidimensional approach that Cathy Benko calls the corporate lattice. This book will serve to widen an organization's strategic lens, representing a fundamentally new way to work and run a company. It offers a framework to help senior leaders and HR directors harness the talent in their company in a way that provides a strategic advantage, not only for recruiting but also for achieving and maintaining better individual performance. In the bestselling book *Mass Career Customization*, Harvard Business Press 2007, Cathy Benko and Deloitte provided the breakthrough MCC dashboard for understanding the important variables of individual employees' career life profiles, but she also coined a new metaphor, the corporate lattice, as a way to think about the changed career landscape. This book delves much deeper into the power of the lattice for organizations, fully exploring its contours and applying it to real-life practice throughout a company. It explores how the corporate lattice model creates value by:

1. Ensuring a flow of talent into and through the organization
2. Increasing the efficiency of and return on organizational investments
3. Improving financial and operating results through greater employee engagement

The three-part framework of the book presents specific ways managers and organizations can use *The Corporate Lattice* to manage talent, measure results, collaborate across teams, engage employees, and reor-

[Psychology and Work Today](#) Duane Schultz, Sydney Ellen Schultz, 2015-09-04 This book describes industrial organizational I/O psychology programs in action, showing how they are developed and implemented in a variety of organizational settings using workers who differ by gender, age, culture, ethnicity, and socioeconomic status. *Developing Women Leaders* Anna Marie Valerio, 2011-09-23 *Developing Women Leaders* answers the question: How do we best develop

women leaders with practical solutions drawn from current literature and the author's personal interviews with high achievers in major US companies and universities Presents research based practical solutions to help people in organizations develop talented women Describes what organizations and individuals need to know about leadership competencies personality and leadership styles Explains gender related issues that affect the behaviors of both women and men at work Integrates first hand accounts by high achieving women and men from major US companies and universities about their leadership experiences Separate chapters addressed to CEOs and Human Resource executives managers and women offer practical suggestions to implement in their organizations using examples from some best practice companies Has relevance across the range of all organizations including Fortune 500 companies academic institutions non profit organizations and small businesses Has significance for every aspect of society business government law families careers and health

Handbook of Research on Sustainable Careers Ans De Vos, Beatrice I. J. M. Van der Heijden, 2015-06-29 What is a sustainable career and how can individuals and organizations develop pathways that lead to them With current levels of global unemployment and the need for life long learning and employability enhancement these questions assume a pressing s

Handbook of Gendered Careers in Management Adelina M. Broadbridge, Sandra L. Fielden, 2015-04-30 Handbook of Gendered Careers in Management provides an international overview of current practice and theory surrounding gendered employment in management illustrating the impact of gender on key stages of career development *Consulting Magazine*, 2008

Career Directions: The Path to Your Ideal Career Donna Yena, 2011 Career Directions The Path to Your Ideal Career provides diverse job seekers with the essential resources and techniques to develop a career plan conduct a successful job search and succeed in a diverse workplace Whether your students are seeking an internship or co op job first position after graduation or a career transition Career Directions will prepare students to stand out in the changing workplace Students in career schools colleges community colleges and universities can all benefit from using this book in career development courses and career workshops Career Directions can also be used independently for those who want to direct their own career planning and job search efforts With over 30 years of experience in career development and human resources Donna Yena brings a practitioner's perspective to Career Directions Her experience as Vice President of Career Development and Alumni Relations at Johnson Wales University along with her background as a manager instructor and curriculum designer contribute to the advice and techniques offered in this text More than just a text on job searches and career planning Career Directions provides instruction and resource materials that will help you find your internship or co op job first position after graduation or guide you through a career transition [Winning with Transglobal Leadership: How to Find and Develop Top Global Talent to Build World-Class Organizations](#) Linda D. Sharkey, Nazneen Razi, Robert A.

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