# Agile Career Development

## Lessons and Approaches from IBM

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Foreword by Ted Hoff

# Agile Career Development Lessons And Approaches From Ibm

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**Agile Career Development Lessons And Approaches From Ibm:**

   **Agile Career Development** Mary Ann Bopp,Diana Bing,Sheila Forte-Trammell,2009-08-17 Supercharge Performance by Linking Employee Driven Career Development with Business Goals How do you make career development work for both the employee and the business IBM has done it by tightly linking employee driven career development programs with corporate goals In Agile Career Development three of IBM s leading HR innovators show how IBM has accomplished this by illustrating various lessons and approaches that can be applied to other organizations as well This book is for every HR professional learning or training manager executive strategist and any other business leader who wants to create a high performing organization In the 21st century there will be an increasing competitive need for any company to operate as a globally integrated enterprise that can effectively develop and then tap the skills and capabilities of its workforce anywhere in the world In IBM we have worked to enable a workforce that is adaptive flexible and capable of responding to changes in the marketplace and the needs of our clients Agile Career Development shows how focusing on career development opportunities and guidance for employees is a key factor in our business strategy and a major source of value for IBM employees This book can be used as a guide to any organization that is seeking to find practical ways to develop the talent of its workforce J Randall MacDonald Senior Vice President IBM Human Resources This book highlights tried and true best practices developed at a company known the world over for active dedication to their workforce Mary Ann Diana and Sheila have captured the key issues that will enhance and streamline your career development program and subsequently increase employee engagement retention and productivity I particularly like their practical real life understanding of the barriers to most career development programs and the manageable framework to bring career growth to life They also teach us how to make a business case for career development critical in creating the foundation for a sustainable program This includes a good blend of benefits both for the individual employee and the organization as a whole I only wish I had this book available to me years ago when I was managing a career development program Jim Kirkpatrick Ph D author of Implementing the Four Levels of Transferring Learning to Behavior     **Being Agile** Leslie Ekas,Scott Will,2014 Break the Old Waterfall Habits that Hinder Agile Success Drive Rapid Value and Continuous Improvement When agile teams don t get immediate results it s tempting for them to fall back into old habits that make success even less likely In Being Agile Leslie Ekas and Scott Will present eleven powerful techniques for rapidly gaining substantial value from agile making agile methods stick and launching a virtuous circle of continuous improvement Drawing on their experience helping more than 100 teams transition to agile the authors review its key principles identify corresponding practices and offer breakthrough approaches for implementing them Using their techniques you can break typical waterfall patterns and go beyond merely doing agile to actually thinking and being agile Ekas and Will help you clear away silos improve stakeholder interaction eliminate waste and waterfall style inefficiencies and lead the agile transition far more successfully Each of their eleven principles can stand on its own when

you combine them they become even more valuable Coverage includes Building whole teams that cut across silos and work together throughout a product s lifecycle Engaging product stakeholders earlier and far more effectively Overcoming inefficient waterations and big batch waterfall thinking Getting past the curse of multi tasking Eliminating dangerous technical and project debt Repeatedly deploying release ready software in real user environments Delivering what customers really need not what you think they need Fixing the root causes of problems so they don t recur Learning from experience mastering continuous improvement Assessing whether you re just doing agile or actually being agile Being Agile will be indispensable for all software professionals now adopting agi for coaches managers engineers and team members who want to get more value from it and for students discovering it for the first time   *Disciplined Agile Delivery* Scott W. Ambler,Mark Lines,2012 The authoritative guide to DAD IBM s disciplined approach to applying agile practices in enterprise scale projects Integrate enterprise discipline with powerful widely used agile practices into a proven solution for the entire software lifecycle Scale agile strategies for complex development challenges without compromising agile s advantages

**Integrated Business Planning** Robert Kepczynski,Raghav Jandhyala,Ganesh Sankaran,Alecsandra Dimofte,2018-05-31 This book presents a comprehensive introduction to Integrated Business Planning IBP building on practitioner s experience and showcasing the value gains when moving from disconnected planning to IBP It also proposes a road map for the transformation of planning including technological initiatives business priorities and organizational processes and demonstrates how to motivate different IBP stakeholders to work together when and how to connect strategic to be understood as long term SC O tactical and operational planning and how to leverage functional and data integration features of SAP IBP Real world business process use cases help to show the practical implications of implementing SAP IBP Furthermore the book explores new capabilities talent acquisition and retention career development leadership IBP Center of Expertise A discussion of how disruptive technology trends like big data Internet of Things machine learning and artificial intelligence can influence IBP now and in the near future rounds out the book   **Developing Talent for Organizational Results** Elaine Biech,2012-01-24 Praise for Developing Talentfor Organizational Results Elaine Biech brings together some of the royalty of American corporations and asks them to share their wisdom in increasing organizational effectiveness In 46 information filled chapters these learning providers don t just sit on their conceptual thrones they offer practical advice for achieving company goals and the tools to make it happen Marshall Goldsmith million selling author of the New York Times bestsellers MOJO and What Got You Here Won t Get You There Recruiting developing inspiring engaging and retaining your talent are critical to the growth and success of all organizations Developing Talent for Organizational Results is a rich resource that can help you cultivate your most precious resource Tony Bingham CEO address training learning and engagement issues and shape the culture and care for your customers to achieve desired results   **Work and Occupational Psychology** Lara Zibarras,Rachel Lewis,2013-02-01 Written by a team of experts and with contributions from

seminal academics and leading practitioners Work and Occupational Psychology links theoretical learning with key practical skills to form an ideal companion to any student in the field Structured around the 8 core areas of Occupational Psychology to ensure a rounded overview Assumes no prior knowledge making it ideal for students studying Occupational Psychology for the first time Contemporary discussion including cutting edge research and reflections on the future Reflects a global workplace through discussion of international and cross cultural issues and a range of international case studies Engages critically with the subject to encourage analytical thinking Online learning aids include hints and tips for discussion questions online readings and chapter podcasts     Dr. Dobb's Journal ,2008     **Personnel Management Abstracts** ,2000

   **Information Technology Project Management** Kathy Schwalbe,2004 Every recent innovation in IT can be traced back to a project This title builds an unparalleled foundation for tomorrow s creators and managers by providing meaningful examples of real projects both successful and failed and applying the lessons to a sound framework in IT project management

   *21st Century Manufacturing* Paul Kenneth Wright,2001 Written in a conversational style this book explores today s technologies and the future of manufacturing through details of the product design process rapid prototyping a survey of manufacturing techniques relevant to today s production of consumer electronics or electromechanical devices and the field of Biotechnology It gives readers a broader appreciation of the impact of manufacturing process and not just manufacturing per se A overview of the broader issues includes the time to market development of a new product launching products into the marketplace quality control and the impact of technology on the next generation of products Chapter topics cover manufacturing analysis product design computer aided design and solid modeling solid freeform fabrication and rapid prototyping semiconductor manufacturing computer manufacturing metal products manufacturing plastics products manufacturing and system assembly and biotechnology For executive education courses appealing to both engineering and business professionals     **Management** Don Hellriegel,John W. Slocum,1996     *Documentation Abstracts* ,1986     PM Network ,1996     *Government reports annual index* ,199?     *IBM Rational Unified Process Reference and Certification Guide* Ahmad K. Shuja,Jochen Krebs,2007-12-29 The Only Official RUP Certification Prep Guide and Compact RUP Reference The IBM Rational Unified Process has become the de facto industry standard process for large scale enterprise software development The IBM Certified Solution Designer IBM Rational Unified Process V7 0 certification provides a powerful way for solutions developers to demonstrate their proficiency with RUP The first and only official RUP certification guide this book fully reflects the latest versions of the Rational Unified Process and of the IBM RUP exam Authored by two leading RUP implementers it draws on extensive contributions and careful reviews by the IBM RUP process leader and RUP certification manager This book covers every facet of RUP usage It has been carefully organized to help you prepare for your exam quickly and efficiently and to provide a handy compact reference you can rely on for years to come Coverage includes A full section on RUP exam preparation and a 52 question practice exam Core RUP concepts the new RUP process architecture and

key principles of business driven development RUP s architecture centric approach to iterative development practical issues and scenarios Patterns for successful RUP project implementation and anti patterns to avoid The Unified Method Architecture UMA basic content and process elements RUP content disciplines in depth Business Modeling Requirements Analysis and Design Implementation Test Deployment Project Management Change and Configuration Management and Environment Essential RUP work products roles and tasks RUP phases activities and milestones RUP tailoring and tools for your organization including introductions to IBM Rational Method Composer RMC and MyRUP      Agile Career Development Mary Ann Bopp,1900 This is the eBook version of the printed book If the print book includes a CD ROM this content is not included within the eBook version Supercharge Performance by Linking Employee Driven Career Development with Business

   **Agile Career Development** Bopp,2009      The Agile Career Arthur Kaptein,2023-07-27 Welcome to The Agile Career Adapting and Thriving in the Modern Workplace a comprehensive guide designed to help individuals enhance their career opportunities and navigate the ever changing world of work Whether you re just starting your professional journey or looking to make a significant shift in your career this book is your roadmap to success In today s rapidly evolving and unpredictable world embracing agility has become crucial for navigating the modern workplace The traditional linear career path has given way to a more flexible and adaptable approach known as the Agile Career This new paradigm recognizes that careers are no longer fixed and linear but rather dynamic and ever evolving journeys This book is created with the belief that everyone has the power to shape their career trajectory and unlock their full potential It is designed to provide practical insights strategies and exercises that will guide you from the basics of career development to creating a one page career plan and building a long term agile career roadmap Throughout this book you will embark on a transformative journey of self discovery learning and growth You will gain a deep understanding of your skills interests and values and learn how to leverage them to create meaningful and fulfilling career opportunities You will develop a growth mindset and learn how to embrace change adapt to new challenges and continuously improve The book is divided into chapters that cover a wide range of topics including assessing your skills and interests understanding the ever evolving world of work creating a flexible one page career plan developing a long term agile career roadmap and strategies for continuous growth and development Each chapter provides valuable insights practical exercises and real life examples to help you apply the concepts to your own career journey Whether you re a recent graduate a mid career professional or someone looking to make a career transition this book is for you It is designed to meet you where you are and provide you with the tools and knowledge to take control of your career path and create opportunities for growth and success As you progress through this book remember that your career journey is unique to you Embrace the exercises reflect on your experiences and adapt the strategies to suit your individual circumstances The key is to approach your career with curiosity resilience and a commitment to continuous improvement Are you ready to embark on an exciting and transformative career journey Let s dive in and unlock your full potential Your agile

career awaits **Agile for dummies IBM limited edition** Scott W. Ambler,2012 Agile development principles attempt to make the process of software development better and more effective Agle is an incremental iterative approach to help increase the productivity and output quality of software teams Agile comprises 12 core principles for guidance and this book provides the fundamental of the model **Opting In** Ed Brill,2013-01-07 Normal 0 false false false MicrosoftInternetExplorer4 Winning social business techniques for product managers marketers and business leaders How product managers at IBM are using social business to transform markets and build vibrant global communities New best practices for promoting engagement transparency and agility A deeply personal case study handbook roadmap autobiography and inspiration Does social business work IBM has proven unequivocally it does In Opting In IBM executive Ed Brill candidly shares best practices challenges and results from his social business journey and shows how his team used it to transform existing products into thriving business lines This deeply personal extended case study offers you a detailed roadmap for achieving and profiting from deep customer engagement Brill shares his 15 years of product management experience at IBM and describes how these techniques and experiences have developed a vibrant marketplace of social business customers worldwide You ll learn how to use social business tools to strengthen customer intimacy extend global reach accelerate product lifecycles and improve organizational effectiveness You ll also discover how social business can help you enhance your personal brand so you can build your career as you improve your business performance With a Foreword by Marcia Conner Author and Principal Analyst at SensifyWork Using today s social business tools and approaches product and brand managers can bring new products and services to market faster identify new opportunities for innovation and anticipate changing market conditions before competitors do In Opting In IBM s Ed Brill demonstrates how product managers can fully embrace social business and leverage the powerful opportunities it offers Brill explains why social business is not a fad not just people wasting time on Facebook Twitter and YouTube and not just for marketers He shows how to drive real value from crowdsourcing interactivity and immediacy and from relational links across your organization s full set of content and networks Drawing on his extensive experience at IBM Brill explores powerful new ways to apply social business throughout product service and brand management Using actual IBM examples he offers candid advice for optimizing products by infusing them with the three core characteristics of social business engagement transparency and agility Drive breakthrough product service and brand performance through Engagement Optimize productivity and efficiency by deeply connecting customers employees suppliers partners influencers maybe even competitors Transparency Demolish boundaries to information experts and assets thereby improving alignment knowledge and confidence Agility Use information and insight to anticipate address evolving opportunities make faster decisions and become more responsive

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