



Building In-House Leadership and Management Development Programs: Their Creation, Management, and Continuous Improvement

H. Kazanas, William Rothwell

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Leadership and Management Development programs have helped companies of every size become high-performing organizations. This practical guide sets out a blueprint for establishing, administering, and evaluating a planned in-house Management Development program and is geared to addressing the training, education, and development needs of supervisors, managers, executives, and others who exert leadership in organizational settings. It reviews important topics such as how to make a case for an in-house program, defining the program, setting policy, establishing goals and objectives, assessing needs, recruiting someone to oversee the program, and evaluating results. The material is based on surveys of Management Development professionals, key literature in the area, and first hand experience. In this how-to-do-it start-up guide, Rothwell and Kazanas provide important background on leadership and management development programs, defining the parameters of a typical organizational program. They review such important topics as the planning and design of a program, formal, informal, and special leadership and management development methods, and evaluation of organizational efforts. Human resource development specialists and human resources managers, workplace learning and performance practitioners, CEOs, CIOs and supervisors will find this guide comprehensive and valuable.

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