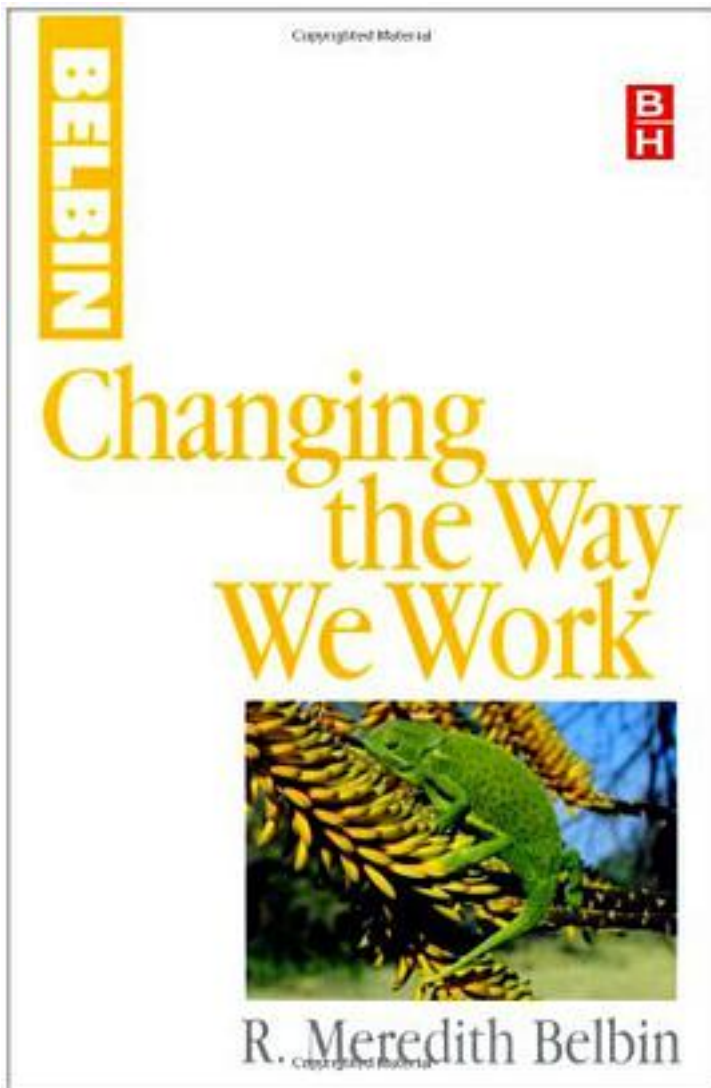


Changing the Way We Work



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出版者:

出版时间:1999-10

装帧:

isbn:9780750642880

How many problems at work arise from the way in which jobs are set up? Either people don't have a clear understanding of their duties and responsibilities, spending time and energy disentangling them from those of their co-workers or they are hemmed in by job specifications that allow no room for movement and initiative. An alternative system is needed, where jobs can grow and develop: where communication about the work can flow up as easily as down. Dr Belbin describes a radical approach incorporating colour-coding and information technology derived from experiments now being undertaken in three countries. Workset is a new means of delivering greater efficiency in a dynamic process that equally involves managers and jobholders. Dr R. Meredith Belbin, regarded as the father of team-role theory for his widely-read "Management Teams: Why they Succeed or Fail" and its successor "Team Roles at Work", obtained his first and higher degree at Cambridge University. Later, in a research, lecturing or consulting capacity, he has visited and worked in many countries. In 1988, he founded Belbin Associates which produces Interplace, a computer-based Human Resource Management System, now used world-wide. Written by the internationally renowned father of team-role theory, R. Meredith Belbin, it is a radical re-assessment of how teams develop incorporating colour-coding. It presents a new means of delivering greater efficiency in a dynamic process that equally involves managers and jobholders.

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目录:

[Changing the Way We Work_下载链接1_](#)

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评论

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书评

[Changing the Way We Work_下载链接1](#)