



# Developing Employee Capital

*David J. Kalamas, Joan Berry Kalamas*

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**Developing Employee Capital** David J. Kalamas, Joan Berry Kalamas

Make employees responsible for their own success Ready to take the next step in employee development?

This innovative book provides guidelines for helping managers create work environments where employees can develop themselves, without a great deal of direction.

What's in it for you and your organization? Employees who are skilled at the process of self-development are independent learners and thinkers who are more knowledgeable about the organization, less likely to exit, better able to respond to changing market conditions, and more positive about their jobs. Bottom line: They are more valuable to their organizations.

A new way to approach employee and organization development

Developing Employee Capital offers information about both organization development and individual developmental strategies. Designed to help you and your employees create developmental plans together, it covers everything from online learning and diversity management to job rotation and mentoring.

The book is organized into nine chapters:

Laying the foundation

Career planning

Training as a developmental tool

Establishing and implementing mentoring programs

Coaching and development

Human resources and strategic plans

Educational activities and self-development

Environmental management

Organization development

Included are step-by-step instructions for designing, implementing, and evaluating a number of developmental strategies as well as reproducible assessment tools, lists of commercially available tools, process checklists, planning forms, ROI computation guides, a training design matrix, and basic job analysis forms.

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