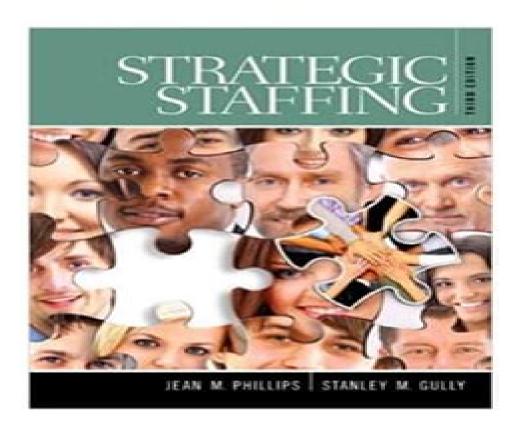
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Strategic Staffing 3rd Edition

Mark Wallace

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Strategic Staffing Jean Phillips, 2019-01-15 Formerly published by Chicago Business Press now published by Sage Strategic Staffing 4e prepares all current and future managers to take a strategic and modern approach to the identification attraction selection deployment and retention of talent Organizations increasingly realize that their employees are the key to executing their business strategies and the current competition for talent has made the identification and attraction of high performing employees essential for companies to succeed in their marketplaces. The right employees give their organization a competitive advantage that sets it apart and drives its performance In today s business environment a company s ability to execute its strategy and maintain its competitive edge depends even more on the quality of its employees And the quality of a company's employees is directly affected by the quality of its recruiting and staffing systems Because hiring managers are involved in the staffing process hiring managers and human resources HR professionals need to be familiar with strategic staffing techniques Over the past 10 years advancing technology and the increased application of data analytics have changed the practices of sourcing recruiting and staffing Strategic Staffing 4e is grounded in research communicates practical and modern staffing concepts and the role of staffing in organizational performance and is engaging to read The new edition contains updates to many sections on the roles of technology and analytics and adds more focus to the discussion of ethics that was added to the fourth edition New research findings were also incorporated and many company examples were updated The fifth edition of Strategic Staffing continues to present up to date staffing theories and practices in an interesting engaging and easy to read format Student Access Code Card for Strategic Staffing Jean M Phillips, Stanley M. Gully,2011-01 **Strategic Staffing Phillips**, 2019-01-18 The Nurse Manager's Guide to Innovative Staffing, Third Edition Jennifer Mensik Kennedy, Brienne Sandow, 2024-06-20 This book provides a comprehensive overview of staffing from budgeting to scheduling daily staff adjustments and data analytics It serves as a wonderful resource for both practical approaches and innovation in nurse staffing Marla J Weston PhD RN FAAN CEO Weston Consulting LLC Past CEO American Nurses Association This remarkable book sets the standard for leading practices with staffing and scheduling Karlene M Kerfoot PhD RN FAAN Chief Nursing Officer Symplr These two authors have developed an amazing book that will fulfill two major purposes an orientation guide for new nurse managers and a refresher for experienced nurse manager as they ponder the staffing implications of a new model of care Rhonda Anderson DNSc h MPA RN FAAN LFACHE FACHT Consultant Surveyor Global Healthcare Accreditation The safe staffing crisis now facing the nursing profession is further amplified by the nurse shortage and continuing fallout from the COVID 19 pandemic There are no easy answers but there are resources that can help In this book readers will find Detailed staffing plan policy and delivery model examples Turnkey calculation worksheets for full time equivalencies FTEs PTO and productive vs nonproductive time Sound strategies for introducing new processes and technology Real world staffing experiences from frontline managers Staffing and scheduling plans optimized

for rural and critical access hospitals TABLE OF CONTENTS Part 1 Understanding Staffing Chapter 1 Nursing Fundamentals for Staffing Chapter 2 The Current State of Staffing Part 2 Researching Operating Safe Staffing Principles and Practices Chapter 3 Start with Understanding Your Unit's Care Delivery Model Chapter 4 Maximize the Capacity and Capabilities of Your RN Workforce Chapter 5 Empower All Disciplines to Practice to Their Full Scope Chapter 6 Recognizing Manage and Minimize Your Variability Chapter 7 Target Technology That Improves Staffing and Outcomes Chapter 8 Pulling Your Data Together Part 3 Staffing Tools and Models Chapter 9 Innovative Care Delivery Models Chapter 10 Outside the Hospital Walls Fire Department Strategic Planning, 3rd Chapter 11 Examples of Staffing Plans Policies and Committees Epilogue **Edition** Mark Wallace, 2021-04-01 From the author This 3rd edition is about organized common sense in the fire service Section One provides support to fire departments that already have a strategic plan and just need to update and revise their existing plan I have found over my 30 years of consulting with fire department s that they want to accomplish their next iteration of their strategic plan as rapidly as possible Section Two provides a detailed How to guide to help a fire department create its first strategic plan Section Two is divided into four parts 1 Understanding the Department 2 Understanding the Situation 3 Understanding the Strategic Issues Facing the Department and 4 Creating Organizational Change A new chapter Chapter 20 provides assistance to those departments having challenges with their strategic plan and obtaining the desired outcomes results It adds a new troubleshooting process for those departments having challenges to create an effective and successful strategic plan The book is designed to be effective as a manual to develop an individual fire department s strategic plan as well as a textbook for use in upper division college university courses or as a text for post graduate courses

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