

# mass career customization

ALIGNING THE WORKPLACE WITH  
TODAY'S NONTRADITIONAL WORKFORCE

cathleen benko  
anne weisberg

# Mass Career Customization Aligning The Workplace With Today

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## **Mass Career Customization Aligning The Workplace With Today:**

**Mass Career Customization** Cathleen Benko, Anne Weisberg, 2007-09-20 Far reaching changes in attitudes and family structures have been redefining the workforce for more than two decades yet the workplace has remained much the same. During this time many companies have learned that personalizing the customer experience is good for business. In *Mass Career Customization* the authors argue convincingly to extend this popular and profitable concept to the workplace. This book is centered on the powerful insight that career options in today's economy need to accommodate the rising and falling phases of employee engagement as it changes over time. The remarkable process unveiled in this book offers choices involving four important dimensions of career progression: role, pace, location, and schedule and workload. As the working population shrinks, maintaining industry advantage will depend largely on keeping employees engaged and connected. *Mass career customization* provides a framework for organizational adaptability that will do just that. [The Corporate Lattice](#)

Cathleen Benko, Molly Anderson, 2010-08-03 With roots planted firmly in the industrial age, the corporate ladder has been the metaphor used to describe the prevailing one-size-fits-all model for success. At its heart, the ladder is derived from inflexible hierarchical organization models in which prestige, individual rewards, information flow, power, and influence are tied to the rung each employee occupies. Yet the workplace, as we know it, is in transition, evolving away from the linear one-size-fits-all model of the corporate ladder toward a multidimensional approach that Cathy Benko calls the corporate lattice. This book will serve to widen an organization's strategic lens, representing a fundamentally new way to work and run a company. It offers a framework to help senior leaders and HR directors harness the talent in their company in a way that provides a strategic advantage, not only for recruiting but also for achieving and maintaining better individual performance. In the bestselling book *Mass Career Customization*, Harvard Business Press, 2007, Cathy Benko and Deloitte provided the breakthrough MCC dashboard for understanding the important variables of individual employees' career life profiles, but she also coined a new metaphor, the corporate lattice, as a way to think about the changed career landscape. This book delves much deeper into the power of the lattice for organizations, fully exploring its contours and applying it to real-life practice throughout a company. It explores how the corporate lattice model creates value by:

1. Ensuring a flow of talent into and through the organization.
2. Increasing the efficiency of and return on organizational investments.
3. Improving financial and operating results through greater employee engagement.

The three-part framework of the book presents specific ways managers and organizations can use *The Corporate Lattice* to manage talent, measure results, collaborate across teams, engage employees, and reor-

*Psychology and Work Today* Duane Schultz, Sydney Ellen Schultz, 2015-09-04 This book describes industrial organizational I/O psychology programs in action, showing how they are developed and implemented in a variety of organizational settings using workers who differ by gender, age, culture, ethnicity, and socioeconomic status. **Developing Women Leaders** Anna Marie Valerio, 2011-09-23 *Developing Women Leaders* answers the question: How do we best develop

women leaders with practical solutions drawn from current literature and the author's personal interviews with high achievers in major US companies and universities Presents research based practical solutions to help people in organizations develop talented women Describes what organizations and individuals need to know about leadership competencies personality and leadership styles Explains gender related issues that affect the behaviors of both women and men at work Integrates first hand accounts by high achieving women and men from major US companies and universities about their leadership experiences Separate chapters addressed to CEOs and Human Resource executives managers and women offer practical suggestions to implement in their organizations using examples from some best practice companies Has relevance across the range of all organizations including Fortune 500 companies academic institutions non profit organizations and small businesses Has significance for every aspect of society business government law families careers and health

**Handbook of Research on Sustainable Careers** Ans De Vos, Beatrice I. J. M. Van der Heijden, 2015-06-29 What is a sustainable career and how can individuals and organizations develop pathways that lead to them With current levels of global unemployment and the need for life long learning and employability enhancement these questions assume a pressing s

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Cooke, Peter A. Barge, 2012-04-06 CREATE A POWERFUL COMPETITIVE ADVANTAGE FOR YOUR BUSINESS WITH HIGH PERFORMING GLOBAL LEADERS Finally a book that can guide leaders who are facing a shortage of global talent Not only is

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## **Table of Contents Mass Career Customization Aligning The Workplace With Today**

1. Understanding the eBook Mass Career Customization Aligning The Workplace With Today
  - The Rise of Digital Reading Mass Career Customization Aligning The Workplace With Today
  - Advantages of eBooks Over Traditional Books
2. Identifying Mass Career Customization Aligning The Workplace With Today
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Mass Career Customization Aligning The Workplace With Today
  - User-Friendly Interface
4. Exploring eBook Recommendations from Mass Career Customization Aligning The Workplace With Today
  - Personalized Recommendations

- Mass Career Customization Aligning The Workplace With Today User Reviews and Ratings
- Mass Career Customization Aligning The Workplace With Today and Bestseller Lists
- 5. Accessing Mass Career Customization Aligning The Workplace With Today Free and Paid eBooks
  - Mass Career Customization Aligning The Workplace With Today Public Domain eBooks
  - Mass Career Customization Aligning The Workplace With Today eBook Subscription Services
  - Mass Career Customization Aligning The Workplace With Today Budget-Friendly Options
- 6. Navigating Mass Career Customization Aligning The Workplace With Today eBook Formats
  - ePub, PDF, MOBI, and More
  - Mass Career Customization Aligning The Workplace With Today Compatibility with Devices
  - Mass Career Customization Aligning The Workplace With Today Enhanced eBook Features
- 7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Mass Career Customization Aligning The Workplace With Today
  - Highlighting and Note-Taking Mass Career Customization Aligning The Workplace With Today
  - Interactive Elements Mass Career Customization Aligning The Workplace With Today
- 8. Staying Engaged with Mass Career Customization Aligning The Workplace With Today
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Mass Career Customization Aligning The Workplace With Today
- 9. Balancing eBooks and Physical Books Mass Career Customization Aligning The Workplace With Today
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Mass Career Customization Aligning The Workplace With Today
- 10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
- 11. Cultivating a Reading Routine Mass Career Customization Aligning The Workplace With Today
  - Setting Reading Goals Mass Career Customization Aligning The Workplace With Today
  - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Mass Career Customization Aligning The Workplace With Today
  - Fact-Checking eBook Content of Mass Career Customization Aligning The Workplace With Today

- Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
- 14. Embracing eBook Trends
  - Integration of Multimedia Elements
  - Interactive and Gamified eBooks

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