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Strategic Workforce Planning **Workforce Planning Guide** *Agile Workforce Planning* *Strategic Workforce Planning* *Strategic Staffing* *Strategic Workforce Planning* **Strategic Workforce Planning Federal Guide** *Workforce Planning Resource Guide for Public Sector Human Resource Professionals* **Department of the Interior and Related Agencies Appropriations for 2002** *Workforce Planning in the NHS* **Department of the Interior and Related Agencies Appropriations for 2002: Justification of the budget estimates** *A Guide to the Human Resource Body of Knowledge (HRBoK)* **Human capital key principles for effective strategic workforce planning.** *Civilian Workforce Planning in the Department of Defense* *Positioned* **Information Technology: DHS's Human Capital Plan is Largely Consistent with Relevant Guidance, but Improvements and Implementation Steps Are Still Needed** *Workforce Planning and Development Processes* **The Resource Management and Capacity Planning Handbook: A Guide to Maximizing the Value of Your Limited People Resources** *Building an Outstanding Workforce* **Department of the Interior and Related Agencies Appropriations for 2003 107-2 Hearings: Department of The Interior and Related Agencies Appropriations for 2003, Part 2, 2002,** * *National Nuclear Security Administration key management structure and workforce planning issues remain as NNSA conducts downsizing : report to the Chairman, Subcommittee on Strategic Forces, Committee on Armed Services, U.S. Senate.* *Australian Master Human Resources Guide 2010* **Human Capital Management Standards Human Resources Management for Public and Nonprofit Organizations** *Layman's Guide to Workforce Management* **The Power of People Birthrate Plus Handbook of Human Resource Management in Government** *Succession Planning in the Library* **Armstrong's Handbook of Human Resource Management Practice** *Human Capital Developing Leadership Talent Handbook of Human Resources Management in Government* **PHR / SPHR Professional in Human Resources Certification Deluxe Study Guide** **PHR / SPHR Professional in Human Resources Certification Study Guide** *Building and Maintaining a Healthy and Strong NASA Workforce Lean but Agile The Department of Homeland Security at 10 Years* **Succession Planning Basics, 2nd Edition**

Succession Planning Basics, 2nd Edition Jun 20 2019 Design your succession planning strategy. Succession Planning Basics will equip you with the background and implementation tools you need to devise and execute a forward-thinking succession planning program for your organization. It offers theory, processes, and best practices for organizations embarking on a succession-planning project, addressing the basic concepts and steps for success. This book is for management professionals considering succession planning for their organizations, organizational development professionals at the beginning of their careers, human resources professionals wanting to move away from replacement hiring, and trainers needing a basic understanding of succession planning for employee development plans. This second edition looks closer at tools and new developments in software that can streamline planning efforts as well as updated best practices and considerations for addressing the needs of every generation when creating succession plans. Chapters include assessment tools, exercises, and job aids. Succession Planning Basics is part of ATD's Training Basics series.

Department of the Interior and Related Agencies

Appropriations for 2002 Feb 21 2022

PHR / SPHR Professional in Human Resources Certification

Study Guide Oct 25 2019 Completely revised and enhanced for the new 2007 exams, this book enables you to validate your experience and skills as an HR professional with the industry-standard PHR (Professional in Human Resources) or SPHR (Senior Professional in Human Resources) certifications from the Human Resource Certification Institute (HRCI). This comprehensive new edition of the top-selling PHR/SPHR Study Guide provides you expert preparation and review for these challenging exams as well as comprehensive coverage on labor relations, workforce planning, compensation, OSHA regulations.

Building and Maintaining a Healthy and Strong NASA Workforce Sep

23 2019

The Department of Homeland Security at 10 Years Jul 22 2019

Positioned Aug 15 2021 Shortages and downtime are deadly for businesses. So what strategies are other organizations using to solve their workplace challenges? *Positioned* captures the best workforce planning practices from leading organizations such as Boeing, HP, the US Intelligence Community, and others in the private and public sectors to help businesses address the constant challenge of having the right people available when needed in order to maximize creativity, efficiency, and productivity. World-renowned thought leaders including Dave Ulrich, John Boudreau, James Walker, Jac Fitzenz, Peter Howes, Dan Hilbert, and Naomi Stanford weigh in on the future of strategic staffing, virtual workplaces, disruptive technologies, globalization, and what practices will and will not help organizations succeed. By examining the evolution of workforce analytics and the roles of human resources professionals, and by incorporating input on best practices from expert people strategists, authors Dan Ward and Rob Tripp provide invaluable insight about how your organization can adjust to turnover seamlessly and do so in a way that produces even better results.

Building an Outstanding Workforce Apr 11 2021 In an increasingly volatile, uncertain, complex and ambiguous world, achieving sustainable competitive advantage has never been more important, or more difficult. However, the key challenge for CEOs, senior executives and HR professionals is how to unlock the potential of their people, building a culture that allows employees to perform to the best of their abilities and effectively attract, engage, develop and retain the staff needed for sustainable business success. *Building an Outstanding Workforce* is a must-have guide for all professionals looking to leverage the potential of their people and maximise value for all stakeholders. Including evolutionary psychology, neuroscience and personality psychology, this book takes an evidence-based approach to people management. With practical guidance, expert advice and case

studies from companies including Alibaba, Barclays Banking Group, Patagonia, Tata Group and Qantas, *Building an Outstanding Workforce* covers all the key issues including how to tailor people management to address the motivations of different generations, the impact of emergent technology on the workforce, the shift in the skills employees now need to learn and develop and how to handle the new challenges of remote and flexible working and the gig economy. There is also essential coverage of strategic workforce planning, people risk, people analytics, human capital reporting, the employer brand and employee value proposition and the benefits of embracing diversity and inclusion, well-being and other aspects of corporate and social responsibility. It presents a new people-focused framework for people management that redefines the structure, roles and responsibilities of human resource management and addresses the problems of role ambiguity and conflict associated with HR to deliver people management that everyone needs and deserves.

Workforce Planning Resource Guide for Public Sector Human Resource Professionals Mar 22 2022

Human capital key principles for effective strategic workforce planning. Oct 17 2021

The Resource Management and Capacity Planning Handbook: A Guide to Maximizing the Value of Your Limited People

Resources May 12 2021 THE DEFINITIVE GUIDE TO MAXIMIZING LIMITED RESOURCES TO INNOVATE AND GROW Trying to accomplish too much with too few resources has become almost customary in business today. More often than not, though, all that we "accomplish" is delayed projects, mass confusion, and missed opportunities--not the achievement of business goals. *The Resource Management and Capacity Planning Handbook* helps you tackle the critical challenges of resource management and capacity planning head on by providing a proven tool for making the leap from chaos to control: the Capacity Quadrant, a framework for addressing visibility, prioritization, optimization of existing resources, and integrated

planning and governance. The Resource Management and Capacity Planning Handbook demystifies the complexities of resource capacity and demand management and offers clear ways for maximizing your limited resources to drive business growth and sustainability. This groundbreaking guide includes: The latest benchmark data from a comprehensive study of resource management Case studies from organizations that have used the book's methods with great success Tools for overcoming common barriers and making decisions involving time capture, resource assignments, and competing priorities Recommendations on ownership of the organization's resource management and capacity planning functions Considerations for addressing the human side of resource management and capacity planning The Resource Management and Capacity Planning Handbook gives you the information, insight, and proven methods to take your company where it has never been before. PRAISE FOR THE RESOURCE MANAGEMENT AND CAPACITY PLANNING HANDBOOK "There are lots of leadership books, scores of human resources books, and plenty of project and portfolio management books. This is the first book dedicated to what is essentially the drivetrain of organizations--the effective use of its people toward its most important activities. This is Manas's best and most ambitious book yet." -- Judith E. Glaser, CEO, Benchmark Communications, Inc.; Chairman of The Creating WE Institute; and author of the bestselling Conversational Intelligence "Jerry's book and the Capacity Quadrant model he outlines give you a realistic view of your workforce and an approach to maximizing the 'people power' in your organization that's easy to understand and apply. It could very well help transform your company and make you a hero in the process!" -- Dave Garrett, President and CEO, ProjectManagement.com "Unlike lifeless products, people skills and capacity are difficult to measure and vary widely between 'good' days and 'bad' days. Manas steps nimbly through this minefield with solid evidence and practical advice--all laced together in an easy-to-read style." -- R. Max Wideman FCSCE, FEIC, FICE, FPMI "It didn't take me too long into reading when I realized how much we really needed this book. I wish we had it when we started implementing Resource Capacity Planning and Investment Planning. I will make sure all of my staff members have copies." -- Gary Merrifield, PMP, Manager, IT Project Delivery and Quality Assurance, Blue Cross Blue Shield of Louisiana "A great guide to the most important topic in management: how to maximize your limited people resources." -- Hans Heuschkel, Senior Business Intelligence Analyst/Project Manager, Swiss insurance company

Armstrong's Handbook of Human Resource Management

Practice Mar 30 2020 Armstrong's Handbook of Human Resource Management Practice is the bestselling and definitive resource for HRM students and professionals, which helps readers to understand and implement HR in relation to the needs of the business. It covers in-depth all of the areas essential to the HR function such as employment law, employee relations, learning and development, performance management and reward, as well as the HR skills needed to ensure professional success, including leadership, managing

conflict, interviewing and using statistics. Illustrated throughout in full colour and with a range of pedagogical features to consolidate learning (e.g. source review boxes, key learning points, summaries and case studies from international organizations such as IBM, HSBC and Johnson and Johnson), this fully updated 15th edition includes new chapters on the HRM role of line managers, evidence-based HRM, e-HRM and the gender pay gap, further case studies and updated content covering the latest research and developments. Armstrong's Handbook of Human Resource Management Practice is aligned with the Chartered Institute of Personnel and Development (CIPD) profession map and standards and is suited to both professionals and students of both undergraduate degrees and the CIPD's level 5 and 7 professional qualifications. Online supporting resources include comprehensive handbooks for lecturers and students, lecture slides, all figures and tables, toolkits, and a literature review, glossary and bibliography.

The Power of People Aug 03 2020 Learn from Today's Most Successful Workforce Analytics Leaders Transforming the immense potential of workforce analytics into reality isn't easy. Pioneering practitioners have learned crucial lessons that can help you succeed. The Power of People shares their journeys—and their indispensable insights. Drawing on incisive case studies and vignettes, three experts help you bring purpose and clarity to any workforce analytics project, with robust research design and analysis to get reliable insights. They reveal where to start, where to find stakeholder support, and how to earn “quick wins” to build upon. You'll learn how to sustain success through best-practice data management, technology usage, partnering, and skill building. Finally, you'll discover how to earn even more value by establishing an analytical mindset throughout HR, and building two key skills: storytelling and visualization. The Power of People will be invaluable to HR executives establishing or leading analytics functions; HR professionals planning analytics projects; and any business executive who wants more value from HR.

Strategic Workforce Planning Federal Guide Apr 23 2022 Strategic workforce planning is the cornerstone of business operations. Although the baseline principles for accomplishing workforce planning is similar for both private industries and federal organizations, the processes are dissimilar in application. The primary differences being, private work-sector organizations are profit driven and federal agencies are appropriation driven as established by the United States Congress. This book will focus on federal specific workforce planning solutions that will provide a modified approach to private-sector workforce planning applications. The book focus on those baseline workforce planning principles and provide recommended strategic workforce planning methodologies, tactics, techniques and best practices that can be applied in a Federal workforce. These recommended solutions are designed to address the complex challenges of a 21st century federal workforce i.e. shrinking federal budgets, emerging technologies, cyber-security, age generation, etc. The guide also serves as a job-aid for federal workforce planning stakeholders with bridging those workforce

knowledge gaps for delivering an end-to-end workforce planning process that can be adopted in their organizations.

Succession Planning in the Library Apr 30 2020 Offers advice to administrators of libraries of all sizes to dealing with succession planning and other aspects of change, detailing how to spot potential leaders, encourage professional growth, motivate employees, and develop high-quality performers.

Human Capital Management Standards Nov 06 2020 Ensure your organization complies with the latest Human Capital Management standards with this comprehensive guide.

Strategic Workforce Planning Oct 29 2022 "Strategic workforce planning aims to proactively plan to put the right people in the right place, at the right time, at the right cost, in order to mitigate workforce risk now and in the future. This book guides the reader through the planning framework and presents practical tools and approaches for successful implementation. In addition, it discusses some of the major challenges of implementation facing leaders today." -P. 4 of cover.

Agile Workforce Planning Aug 27 2022 Understand how to continuously organize people, skills and resources to meet changing business needs and forecast for future workforce supply and demand.

Workforce Planning and Development Processes Jun 13 2021 The Air Force Materiel Command (AFMC) develops, acquires, and maintains most Air Force systems and is tailoring its workforce to adapt to changes in technology, weapons, and battlefield requirements. This volume is a practical guide to the main steps in analytical workforce planning and development: determining workforce demand, describing workforce supply, comparing the demand with the supply, and implementing solutions.

Department of the Interior and Related Agencies

Appropriations for 2003 Mar 10 2021

Strategic Workforce Planning May 24 2022 Align staff, skills and resources to meet both the short-term goals and long-term aims of your organization with this practical guide.

Strategic Staffing Jun 25 2022 The updated edition of this invaluable guide- co-published with the Society for Human Resource Management.

Strategic Workforce Planning Jul 26 2022 Strategic Workforce Planning is a practical guide to effectively assessing, managing and preparing for current and future workforce requirements. It demystifies the often complex and seemingly technical world of strategic workforce planning to explain what it is, why it's necessary and most importantly, how to do it. Packed full of advice and real-world examples, Strategic Workforce Planning is a playbook for workforce planning from beginning to end. It enables HR professionals to answer core business questions including how do I analyze future hiring demand? How do I assess what skills will be required in the future? How should I prioritize investments like training and development? How do I assess the supply of talent around the world? How do I identify the business drivers that impact workforce demand? It also covers the impact of artificial intelligence (AI), automation and

machine learning on the global workforce and how to deal with these implications. Whether you're a start-up, small business or a large corporate, this book will show you how to align people strategy with company strategy to ensure your organization maintains its competitive advantage.

[Handbook of Human Resource Management in Government](#) Jun 01 2020 HANDBOOK OF HUMAN RESOURCE MANAGEMENT IN GOVERNMENT, THIRD EDITION The practice of public human resource management has evolved significantly in recent years due to increased outsourcing, privatization, and the diminution of public employee rights. This thoroughly revised and updated edition of the classic reference Handbook of Human Resource Management in Government offers authoritative, state-of-the-art information for public administrators and human resource professionals. The third edition features contributions from noted experts in the field, including Donald E. Klingner, Mary E. Guy, Jonathan P. West, Jeffrey L. Brudney, Montgomery Van Wart, J. J. Steven Ott, Norma M. Riccucci, and many more. Praise for the Handbook of Human Resource Management in Government "This third edition of the Handbook of Human Resource Management in Government is an essential resource for scholars, practitioners, and general readers in need of concise summaries of up-to-date, cutting-edge, public personnel administration research. No other handbook on the market more concisely, more comprehensively, more clearly synthesizes this vast, rapidly changing field that remains so vital to effective government performance." —RICHARD STILLMAN, editor-in-chief, Public Administration Review "The Handbook of Human Resource Management in Government comprehensively and seamlessly blends theory and practice. The result is a clear road map that can finally make HR a key player in helping the government meet the unprecedented challenges facing our nation, our states, and our communities." —BOB LAVIGNA, vice president, Research, Partnership for Public Service, Washington, DC "With each successive edition, Condrey's Handbook of Human Resource Management in Government becomes a more essential tool for graduate students who wish to improve their understanding of this field. Condrey's own expertise has enabled him to take contributions from leading experts in the field and shape them into a reader that is comprehensive, engaging, and authoritative." —DONALD E.

KLINGNER, University of Colorado Distinguished Professor, School of Public Affairs, University of Colorado at Colorado Springs; former president, American Society for Public Administration; and fellow, National Academy of Public Administration

107-2 Hearings: Department of The Interior and Related Agencies Appropriations for 2003, Part 2, 2002, * Feb 09 2021

Workforce Planning Guide Sep 28 2022 Presents various approaches to help HR practitioners and managers through the workforce planning process including understanding the business and its direction, and analyzing the workforce. It also covers identifying skills gaps; assessing future workforce demand; and recruitment and retention.

[Birthrate Plus](#) Jul 02 2020 This practical guide to workforce planning

in midwifery care incorporates real-life applications of 'Birthrate', a method of analysis developed by Jean Ball. This authoritative text enables midwives to justify their decisions on the best size and mix of the midwifery workforce.

Civilian Workforce Planning in the Department of Defense Sep 16 2021 Reviews workforce-planning and requirements-determination literature, analyzes data sources, and interviews individuals in workforce-planning activities at various Department of Defense (DoD) levels, to explore workforce planning and requirements determination at specific installations and identify potential planning-process roles for the Office of the Secretary of Defense and data sources for DoD-wide workforce planning.

PHR / SPHR Professional in Human Resources Certification Deluxe Study Guide Nov 25 2019 Comprehensive PHR/SPHR exam preparation, featuring interactive learning environment PHR/SPHR Professionals in Human Resources Certification Deluxe Study Guide is the number-one preparation resource for these premier Human Resources certifications. Fully updated to align with the latest versions of these challenging exams, this guide provides detailed coverage of key topics, including strategic management, workforce planning and employment, compensation and benefits, employee and labor relations, and OSHA regulations. The interactive learning environment provides additional study tools that help reinforce your understanding, including electronic flashcards, ancillary PDFs, workbook templates, and chapter exercises. Bonus PHR and SPHR practice exams allow you to test your knowledge and get a feel for the tests, so you can review what's needed and avoid exam day surprises. The PHR and SPHR certifications, offered by the Human Resources Certification Institute (HRCI), have become the industry standard for determining competence in the HR field. This helpful guide gives you everything you need to fully prepare for these exams, so you can demonstrate your knowledge when it counts and pass with flying colors. Refresh your understanding of key functional areas Practice the practical with workbook templates Test your knowledge with flashcards and exercises Preview exam day with bonus practice exams If you're looking to showcase your skills and understanding of the HR function, PHR/SPHR Professionals in Human Resources Certification Deluxe Study Guide is your ideal resource for PHR/SPHR preparation.

[Developing Leadership Talent](#) Jan 28 2020 Based on the popular Developing Leadership Talent program offered by the acclaimed Center for Creative Leadership, this important resource offers a nuts-and-bolts framework for putting in place a leadership development system that will attract and retain the best and brightest talent. Step by step, the authors explain how alignment with strategic goals and organizational purpose and effective developmental experiences are the backbone of a successful leadership program. An authoritative and useful book, Developing Leadership Talent is an essential tool for any leadership program.

[National Nuclear Security Administration key management structure and workforce planning issues remain as NNSA conducts downsizing : report to the Chairman, Subcommittee on Strategic Forces, Committee](#)

[on Armed Services, U.S. Senate.](#) Jan 08 2021

[Workforce Planning in the NHS](#) Jan 20 2022 Using national statistics, key publications and insights gained from interviews with expert stakeholders, this paper describes what is happening in the NHS workforce now in three key areas: mental health, general practice and community nursing. This analysis is presented alongside data that highlights providers' reliance on agency staff. It looks at how workforce issues have been addressed across the system so far, explores the main challenges, and makes recommendations to improve workforce planning.

Human Resources Management for Public and Nonprofit Organizations Oct 05 2020 In this thoroughly revised and updated second edition of Human Resources Management for Public and Nonprofit Organizations, Joan E. Pynes—a respected authority in public administration—demonstrates how strategic human resources management is essential for proactively managing change in an environment of tighter budgets, competition from private organizations, the need to maintain and train a more diverse workforce, and job obsolescence brought about by shifts in technology. Complete with a free online instructor's manual, this new edition offers current compensation and budgetary guidance and helps practitioners navigate the newest legal and technological challenges and opportunities in human resource management.

[Australian Master Human Resources Guide 2010](#) Dec 07 2020

[Layman's Guide to Workforce Management](#) Sep 04 2020 It's all in the title. Layman's Guide to Workforce Management is a humble attempt to guide the path of the unlearned in the rocky terrain of Workforce management. It can be effectively said that it converts laymen into managers. It is unfortunate that these areas of business affairs have been badly presented in some learning situations, to the extent that many people consider them to be too difficult to understand or enjoy. That shouldn't be the case. The simple, explicit, detailed, and down-to-earth approach adopted in the book will no doubt help in laying a solid foundation for people at all levels. It kick-starts with a basic and detailed treatment of the concept of Forecasting which sets the much needed personal tone and foundation for the book. Like a professional bricklayer, the author discussed the technique of scheduling and rostering while he used the other chapter to discuss the importance and proper deployment of personnel. Book is built taking the ITES - BPO/Call center WFM as the base. This book will also be useful for professionals as it is spiced with tips and tricks necessary to provide adequate nuances for the knowledge gleaned from each chapter. It is guaranteed that the reader would be filled with knowledge at the completion of the book.

[Handbook of Human Resources Management in Government](#) Dec 27 2019 In this thoroughly updated edition of a classic reference, Stephen E. Condrey brings together leading experts in public administration and HR management to detail how you can: Move beyond your often limited problem-solving role as an HR manager and demonstrate how you can play a more strategic role in your organization. Deal with crucial issues such as diversity, EEO regulations and other legal

issues, compensation, sexual harassment, and performance appraisal. Expand your ability to maximize productivity, efficiency, and employee satisfaction. Develop budgets, use volunteers, and employ consultants. Also included with purchase is a free supplemental on-line Instructor's Manual. Order your copy now!

[A Guide to the Human Resource Body of Knowledge \(HRBoK\)](#) Nov 18 2021 An essential reference for HR professionals A Guide to the HR Body of Knowledge (HRBoK™) from HR Certification Institute (HRCI®) is an essential reference book for HR professionals and a must-have guide for those who wish to further their expertise and career in the HR field. This book will help HR professionals align their organizations with essential practices while also covering the Core Knowledge Requirements for all exams administered by HRCI. Filled with authoritative insights into the six areas of HR functional expertise: Business Management and Strategy; Workforce Planning and Employment; Human Resource Development; Compensation and Benefits; Employee and Labor Relations; and Risk Management, this volume also covers information on exam eligibility, and prep tips. Contributions from dozens of HR subject matter experts cover the skills, knowledge, and methods that define the profession's best practices. Whether used as a desk reference, or as a self-assessment, this book allows you to: Assess your skill set and your organization's practices against the HRCI standard Get the latest information on strategies HR professionals can use to help their organizations and their profession Gain insight into the body of knowledge that forms the basis for all HRCI certification exams As the HR field becomes more

diverse and complex, HR professionals need an informational "home base" for periodic check-ins and authoritative reference. As a certifying body for over four decades, HRCI has drawn upon its collective expertise to codify a standard body of knowledge for the field. The HRBoK is the definitive resource that will be your go-to HR reference for years to come.

Department of the Interior and Related Agencies

Appropriations for 2002: Justification of the budget estimates

Dec 19 2021

[Human Capital](#) Feb 27 2020 Take a sneak peak inside! Click on the link below to preview chapter one. Order your exam copy today by clicking on the "Request an Exam Copy" link above. Chapter 1 With the shift from "human resources" to "human capital management" (HCM), public agencies are striving to strategically manage their workforces. Sally Selden's groundbreaking book moves far beyond describing best practices and offers the context in which innovative practices have been implemented. She details how agencies are creating performance-aligned workforces by adopting systems and policies that are driven by their strategic missions. This book covers core topics of personnel courses—including hiring, training, retention, performance, and recognition—but also includes integrated coverage on measuring success through assessment. Further helping readers grasp how HCM works, the book uses original data from the Government Performance Project and incorporates many comparative examples across a wide range of states, plus federal and municipal agencies. Unlike anything

else available, Human Capital fills a critical gap for both students and public personnel professionals.

Information Technology: DHS's Human Capital Plan is Largely Consistent with Relevant Guidance, but Improvements and Implementation Steps Are Still Needed Jul 14 2021

Lean but Agile Aug 23 2019 As organizations strive to meet stringent budgets, the mandate to produce greater results with fewer resources is no longer sufficient. Rather than accepting less, managers and executives must strive for better--evaluating every process and every role and doing away with assumptions about how work gets done and who does it in order to streamline processes and maximize efficiency. William Rothwell, who was honored with the ASTD Distinguished Contribution Award in Workplace Learning and Performance, presents a system for analyzing work and selecting the ideal combination of cost-effective resources--employees, consultants, contractors, temporary workers, and vendors--to accomplish it. *Lean but Agile* does this by teaching readers to focus on outcomes and work backwards--exploring the introduction, implementation, and management of lean work and agile staffing methods that will produce those outcomes. You'll also learn about advantageous changes in hiring, goal-setting, learning and development, and performance management, and the fundamental role technology can play in transforming your processes. Packed with practical advice, examples, guides, worksheets, diagrams, and metrics, *Lean but Agile* will help leaders, managers, and human resource professionals optimize their workforces while still achieving superior results.