



Personal Balanced Scorecard: The Way to Individual Happiness, Personal Integrity, and Organizational Effectiveness

By Hubert K. Rampersad

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The Personal Balanced Scorecard (Pbsc) is a journey into the inner self, where values, hopes, dreams and aspirations lie quietly waiting to be discovered. Taking the journey as an individual allows you to view your life objectively and authentically as a whole person and provides a roadmap of your dreams and aspirations translated into manageable and measurable milestones. As a part of the Total Performance Scorecard (Tps) process which I introduced in 2003 in Total Performance Scorecard: Redefining Management to Achieve Performance with Integrity, and which has been translated into more than 20 languages, the Personal Balanced Scorecard can also be an effective way for managers to coach others to achieve integrity and alignment between work and life. The benefit comes from changing individual behavior in order to drive organizational effectiveness, enhance performance, and increase self-awareness, personal responsibility and motivation. Pbsc is an integral part of this organic and holistic Total Performance Scorecard process, which is an organizational and cultural change tool and a method for ongoing effectiveness. Its uniqueness lies in aligning and a combination of Personal and Organizational goals to result in Individual Performance Plans for each employee. The focus of this book is the Pbsc portion, which comprises a search for self-knowledge, self-discovery and self-mastery.

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Personal Balanced Scorecard: The Way to Individual Happiness, Personal Integrity, and Organizational Effectiveness By Hubert K. Rampersad Bibliography

- Sales Rank: #2696984 in Books
- Published on: 2006-06-01
- Released on: 2006-06-01
- Original language: English
- Number of items: 1
- Dimensions: 9.21" h x .49" w x 6.14" l, .68 pounds
- Binding: Paperback
- 216 pages



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Editorial Review

About the Author

About the author Dr. Ir. Hubert K. Rampersad is an international consultant in the field of industrial engineering, industrial automation and robotics. He received his BSc. degree in Mechanical Engineering from Enschede Polytechnic (The Netherlands) and a MSc. degree in Mechanical Engineering from Delft University of Technology (The Netherlands), where he specialised in industrial automation and robotics. He received his PhD degree in 1993 in industrial Engineering and Management Science from Eindhoven University of Technology (The Netherlands). He has been involved in several projects dealing with concurrent engineering, logistics and industrial automation. He is also the author of about 30 technical articles.

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