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Organizational Intelligence: A Guide to Understanding the Business of Your Organization for HR, Training, and Performance Consulting

Kenneth H. Silber, Lynn Kearny

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Essential resources for training and HR professionals

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Organizational Intelligence

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Organizational Intelligence

To succeed, those who practice as training, HPT, ID, OD, HR, or IT professionals must understand the "language of business," and the key business issues and measures of the organizations we work for. Organizational Intelligence shows how to use the proven Business Logics Model to gather and synthesize the information needed to understand organizations, and how to align our work to key business issues, explain it in appropriate language, and measure it in a meaningful way.

"Kearny and Silber have taken the complex interrelated aspects of a business and broken them into components and key questions that can help anyone understand the essence of that business." —Julie O'Mara, past president, American Society for Training and Development

"This book should be in your professional library. It provides models to understand how organizations work, and gives you tools to increase your business acumen and think like the CEO. It's your doorway to a seat at the table."
—Dr. Roger M. Addison, CPT; past director, International Society for Performance Improvement, and past president, International Federation of Training and Development Organisations Ltd.

"Nobody can touch Ken Silber and Lynn Kearny for their clarity of thought and their ability to communicate. Organizational Intelligence provides the most useful, simple, and comprehensive approach to understanding your clients. Whether you are a newcomer or an old-timer, buy, borrow, or steal a copy. The job aids alone are worth the price."
—Thiagi (Dr. Sivasailam Thiagarajan), two-time ISPI president, Gilbert Award–winning performance improvement guru

"Organizational Intelligence is the cornerstone text for the HPT field we've been wanting for so long. It provides the organizational context for the work we do in a way that is understandable and useful. Both our new students and expert professors love it."
—Jamie D. Barron, Ed.D., chair, Training & Performance Improvement, Capella University

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