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Mass Career Customization: Aligning the Workplace With ...
With Mass Career Customization (MCC) employees can adjust the pace, workload, location/schedule, and role according to their needs throughout their career. This book takes you through the process of implementing MCC (from how to make a business case for it and get buy-in from key people in the organization to running it) and provides detailed case studies of a few organizations that have successfully incorporated it.

Mass Career Customization: Aligning The Workplace With ...
Mass Career Customization (MCC) is a way to enable a corporate lattice organization that allows employees to both dial up and dial down. The MCC framework articulates a definite, not infinite, set of options along the four core dimensions of a career - Pace, Workload, Location/Schedule, and Role - as well as the trade-offs associated with choices across four, highly inter-related dimensions.

MASS CAREER CUSTOMIZATION™ : A NEW MODEL FOR HOW CAREERS ...
Cathy Benko visits Google's Mountain View, CA headquarters to discuss her book "Mass Career Customization: Aligning the Workplace with Today's Nontraditional...

Mass Career Customization | Cathy Benko | Talks at Google ...
Let's look at why the 21 st century way of career development is changing from a corporate ladder to corporate lattice model. Shortage of Critical Talent - There is a 6 million gap in the US between the number of students graduating from college and the number of workers needed to cover job growth and replace retiring Baby Boomers in 2012 and a 35 million-person gap by 2025.

Mass Career Customization (MCC): Building Corporate ...
Mass career customization: Enabling the corporate lattice. Building the corporate lattice organization first and foremost requires a new mental model of career progression based on lattice-like thinking. Some organizations demonstrate this type of thinking with excellent business results. Take SAS, the world's largest software company.

Mass career customization and the corporate lattice ...
Mass Career Customization: Connecting the Dots: Aligning Projects and Objectives in Unpredictable Times, published by Harvard Business School Press, 2003. Ms. Benko earned her MBA from Harvard Business School and a BS degree from Ramapo College.

Mass Career Customization: Innovative Employee Retention ...
The authors describe a new model and vision for career progression that will likely transform organizations. Mass career customization is a concept that can benefit individuals who need a new lens for thinking about their careers. This concept can also help organizations in their ability to attract, retain and develop talent.

Amazon.com: Mass Career Customization: Aligning the ...
Mass Career Customization: Aligning the Workplace With Today's Nontraditional Workforce - Ebook written by Cathleen Benko, Anne Weisberg. Read this book using Google Play Books app on your PC...

Mass Career Customization: Aligning the Workplace With ...
A quick mention for Cathleen Benko and Anne Weisberg's new book Mass Career Customization: Aligning The Workplace With Today's Non-Traditional WorkForce.They stress the importance of personalizing employees' careers to fit their lifestyles in order to improve retention over the medium to longer term.

Employee Retention: Mass Career Customization
Mass Career Customization by Cathleen Benko, 9781422110331, available at Book Depository with free delivery worldwide.

Mass Career Customization : Aligning the Workplace With ...
Buy Mass Career Customization: Aligning the Workplace With Today's Nontraditional Workforce by Benko, Cathleen, Weisberg, Anne (ISBN: 9781422110331) from Amazon's Book Store. Everyday low prices and free delivery on eligible orders.

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Mass Career Customization - Deloitte United States
Mass Career Customization (MCC) (Benko & Weisberg, 2007) is an innovative career intervention that allows employees to customize their career development along a multidirectional path to align it ...