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Dick Grote's book, The Complete Guide to Performance Appraisal, is the most comprehensive resource on performance management available. It provides an objective assessment of the many performance appraisal methods available, tells you frank advice on what works and what flunks, and gives you insightful tips on how to get the most value from your current system.

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Dick Grote is the author of Discipline Without Punishment (3.82 avg rating, 99 ratings, 7 reviews, published 1995), How to Be Good at Performance Apprais...

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Dick Grote is President of Grote Consulting Corporation in Dallas, Texas. He is an internationally-recognized expert in performance management.

He's the author of "The Complete Guide to Performance Appraisal," "The Performance Appraisal Question and Answer Book," "Forced Ranking: Making Performance Management Work," and "Discipline Without Punishment."

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About Dick Grote. Dick Grote spent the first five years of his career with General Electric, graduating from GE's acclaimed Manufacturing Training Program. At GE he spent one of his years as a second shift foreman and had assignments in union relations, hourly employment, and as a layoff coordinator.

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Dick Grote is a management consultant in Dallas, Texas, and the author of How to Be Good at Performance Appraisals, published by the Harvard Business Review Press.

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