This section of the Organizational Behavior Management site at Behavior.org is designed to highlight full-text articles and transcribed conference presentations on various topics in the field of PM & BSA. If you have any submissions or comments please send information to Dr. Ramona Houmanfar. Thank you.

Performance Management (PM) Articles

**Performance Management**
An Introduction

**Producing Astonishing Organizational Results**
Behavioral Safety Now 2006 conference keynote address presentation notes. Keynote Speaker: John Austin, Ph.D., Western Michigan University. (57 pages)

**OBM Panel Discussion Introduction**
ABA's 2003 conference offered two panel discussions designed to entertain and educate students and practitioners alike. The eight panelists, each with an average of 25 years of field experience, presented the active history of OBM from its beginnings in the early 1970s to the present. You're invited to join the panelists as they discuss the sometimes humorous and unusual details of how they accomplished behavior-based change in a variety of businesses and industries.

**A Proposed New Program Perspective and Curriculum for Organizational Behavior Management**
Many organizations implement aspects of OBM such as performance measurement and reporting, performance management training, incentive pay, and performance improvement techniques. These applications, however, are seldom based on applied behavior analysis principles. Traditionally, consulting firms have implemented formal OBM applications. Due to the limited number of such firms, the applications of OBM remain relatively insignificant in number - even though organizational interest is increasing exponentially. Drs. Abernathy and Harshbarger provide thorough analyses of what is needed in a new job role and academic programs that provide the skills and knowledge necessary to meet the new job requirements.

**Towards a Technology for Technology Transfer**
Dr. Mark Alavosius shares his overview of an initiative (Samuel Slater Centers) currently underway in Rhode Island, USA to enable technology transfer from centers of learning to commercial applications.

**Behavioral Systems Analysis: Fundamental concepts and cutting edge applications**
Dr. Dale Brethower, Western Michigan University Emeritus, shares his paper that was presented as a Special Event at the 2002 ABA Conference in Toronto, Ontario.

- Part I Definition and Fundamental Concept
- Part II The 3 Term Contingency
- Part III The Total Performance System
- Part IV Four Concepts
- Part V Illustrative Applications
- Part VI Illustrative Applications
- Part VII Toward the Future
Businesses React to September 11, 2001, including "The War We Are Facing"
An essay from Dr. Steven C. Hayes, Foundation Professor in Psychology, University of Nevada, Reno

Behavioral Systems Analysis Articles (BSA)

Behavioral Systems Analysis
An Introduction

Leadership and Communication: Lessons from The Tipping Point
The authors discuss The Tipping Point: How Little Things Can Make a Big Difference by Malcolm Gladwell in light of recent developments in Organizational Behavior Management (OBM). The book describes naturalistic cultural phenomena and cites research to support the idea that, under certain conditions, cultural practices can exceed a “tipping point” and create “social epidemics” across vast populations. By Todd A. Ward, Greg Smith, and Ramona Houmanfar, Department of Psychology, University of Nevada, Reno.

Assuring the Quality of Your ABA Interventions via Organizational Behavior Management: A Tutorial
This paper formed the basis of an invited tutorial on Organizational Behavior Management delivered at the Annual Convention of the Association for Behavior Analysis International, San Francisco, May, 2003, by Beth Sulzer-Azaroff, Ph.D., Professor Emeritus, University of Massachusetts, Amherst and President of the Browns Group of Naples.

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Creating a High Performance Organization Through a “Free Operant Workplace”
By Dr. William Abernathy

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Should Organizational Behavior Management Expand Its Content?
A Third Perspective on E. Scott Geller’s Article. William B. Abernathy & Scott Herbst
Towards a Technology for Technology Transfer
Dr. Mark Alavosius shares his overview of an initiative (Samuel Slater Centers / Agility Alliance) currently underway in Rhode Island, USA to enable technology transfer from centers of learning to commercial applications.

Complexity Rising: from Human Beings to Human Civilization, a Complexity Profile
Yaneer Bar-Yam
Related Readings

What Is the Role of Behavioral Systems Analytic Approach in the Advancement of a Science of Human Behavior and Its Contribution to the Vitality of OBM?
Jon E. Krapfl

Positive and Negative Management
William B. Abernathy

Human Performance Systems Analysis
Donald Tosti