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Work Rules! Laszlo Bock, 2016-02-24 Die Arbeitswelt ändert sich. Sind Sie bereit dafür? Warum Sie ausschließlich Leute einstellen sollten, die besser sind als Sie. Was Sie von Ihren besten und schwächsten Mitarbeitern lernen können. Warum Sie den Managern Macht entziehen sollten. Weshalb Sie Entwicklung nicht mit Leistungsmanagement verwechseln dürfen. Warum Sie unfair entlohnen sollten. Google schreibt an unserer Kulturgeschichte. *Work Rules* zeigt mit verblüffender Offenheit, wie eines der innovativsten Biotope funktioniert. Auf Basis einer nicht hintergehbaren Mission präsentiert Laszlo Bock ein experimentelles und evidenzbasiertes People Management. Am Ende sehen wir einige unverrückbare Regeln, aber vor allem eine Fülle über die Eigenverantwortung des Einzelnen hinausreichenden Gestaltungsmöglichkeiten. Hierauf kann und muss nun jeder selbst aufsetzen. Prof. Dr. Jürgen Weibler, Autor des Standardwerkes Personalführung. Wer verbringen die meiste Zeit unseres Lebens am Arbeitsplatz? Es kann deshalb nicht richtig sein, wenn hier unsere Erfahrungen von Demotivation, Unfreundlichkeit und Menschenverachtung geprägt sind, sagt Laszlo Bock. Damit beschreibt er den Kern seines Buches *Work Rules*, ein fesselndes Manifest mit dem Potenzial, die Art und Weise, wie wir arbeiten, zu verändern. Google gehört zu den attraktivsten Arbeitgebern weltweit und erhält jährlich etwa zwei Millionen Bewerbungen für wenige Tausend offene Stellen. Was macht Google so attraktiv? Die Personalauswahl ist härter als an den Universitäten Harvard, Yale oder Princeton und doch zieht das Unternehmen die talentiertesten Menschen an. Warum bekommen einige Mitarbeiter bestimmte Sozialleistungen, andere aber wiederum nicht? Warum verbringt das Unternehmen so viel Zeit mit der Einstellung eines Mitarbeiters? Und stimmt es, dass die Mitarbeiter mit 20 % ihrer Arbeitszeit tun können, was sie wollen? *Work Rules* zeigt, wie eine Balance zwischen Kreativität und Struktur in Organisationen hergestellt werden kann, die zu nachweisbarem Erfolg führt und zwar in der Lebensqualität der Mitarbeiter und den Marktanteilen des Unternehmens. Das Erfolgsgeheimnis von Google im Umgang mit seinen Mitarbeitern lässt sich kopieren, in großen wie in kleinen Organisationen, von einzelnen Mitarbeitern wie von Managern. Nicht in jeder Firma ist es möglich, Vergünstigungen wie kostenlose Mahlzeiten zu gewähren, aber buchstäblich jeder kann nachmachen, was Google ganz besonders auszeichnet. Laszlo Bock leitet das Personalressort bei Google einschließlich aller Bereiche, die mit der Anwerbung, Entwicklung und Mitarbeiterbindung zu tun haben, von denen es weltweit über 50.000 an mehr als 70 Standorten gibt. Während seiner Zeit bei Google wurde das Unternehmen über 100 Mal zum herausragenden Arbeitgeber erklärt, darunter auch die Auszeichnung als 1. Best Company to Work for in den USA, Argentinien, Australien, Brasilien, Kanada, Frankreich, Indien, Irland, Italien, Japan, Korea, Mexiko, den Niederlanden, Polen, Russland, der Schweiz und Großbritannien. 2010 wurde er vom Magazin *Human Resource Executive* als Human Resources Executive of the Year ausgezeichnet. 2014 gelangte Laszlo als einziger HR Executive auf der Liste der zehn einflussreichsten Menschen im Bereich HR des Jahrzehnts.

Unlocking the Leader Within: A Medical Student's Guide to Practical Leadership EBOOK
Hao-Hua Wu, Maria Ahmad, Aaron Qi Yang Goh, Hao-Kai Wu, 2025-04-21 Becoming a leader enables you to inspire, galvanize

and achieve your dreams as an aspiring healthcare provider Strong leadership skills are needed in modern clinical settings to enhance teamwork communication and collaboration Don't wait until you have completed training or are given a title to start on your leadership journey start today Unlocking the Leader Within A Medical Student's Guide to Practical Leadership is a unique and practical resource that equips you with real world strategies to succeed in patient centered care Discover 14 leadership principles that will allow you to excel as medical trainee This student focused text emphasizes that leadership principles are learned not innate Any person equipped with these 14 leadership principles can be a successful leader regardless of level of training An emphasis on how to optimize teamwork as a trainee makes this resource unique among leadership books and ideal for medical students and in training physician assistants and nurse practitioners as well as all professional health care providers Synthesizes the 14 most important leadership principles for medical trainees in two parts 8 skills for self mastery and 6 skills for effective teamwork Illustrates how popular leadership principles such as emotional intelligence conflict resolution avoiding burnout and confident humility can be applied in a healthcare setting Offers realistic examples of how to apply these principles to the critical parts of medical training

The New Patriarchs of Digital Capitalism Ben Little, Alison Winch, 2021-06-23 This book offers an original critique of the billionaire founders of US West Coast tech companies addressing their collective power influence and ideology their group dynamics and the role they play in the wider sociocultural and political formations of digital capitalism Interrogating not only the founders political and economic ambitions but also how their corporations are omnipresent in our everyday lives the authors provide robust evidence that a specific kind of patriarchal power has emerged as digital capitalism's mode of command The New Patriarchs examined over the course of the book include Sergey Brin and Larry Page of Google Elon Musk of Tesla Jeff Bezos of Amazon Mark Zuckerberg of Facebook and Peter Thiel We also include Sheryl Sandberg The book analyses how these mostly men legitimate their rapidly acquired power tying a novel kind of socially awkward but visionary masculinity to exotic forms of shareholding Drawing on a ten million word digital concordance the authors intervene in feminist debates on patriarchy masculinity and postfeminism locating the power of the founders as emanating from a specifically racialised structure of oppression tied to imaginaries of the American frontier the patriarchal household and settler colonialism This is an important interdisciplinary contribution suitable for researchers and students across Digital Media Media and Communication and Gender and Cultural Studies

Work Stronger Pete Leibman, 2018-07-31 As author and high performance coach Pete Leibman demonstrates in this eye opening book stronger hours not longer hours are the key to feeling and performing your best over the long term Work Stronger provides a step by step science based approach for increasing your energy decreasing your stress and taking your performance to a higher level This book also features practical tips and powerful insights from private interviews that Leibman conducted with more than twenty five prominent leaders The group includes Chip Bergh the president and CEO of Levi Strauss Co Dick Costolo the former CEO of Twitter and Janine Allis an investor on Shark Tank You

ll learn how to form stronger habits in four key areas nutrition exercise focus and renewal that are highly correlated with greater health well being and performance You can also get a free assessment of your current habits and you can download a free copy of The Work Stronger Workbook at WorkStronger.com **Storytelling with You** Cole Nussbaumer

Knafllic,2022-09-27 Be heard Change minds Get people to act Inspire them to clap Whether presenting in a meeting delivering a keynote on stage or simply talking with your colleagues about your latest project you play a critical role in how information is shared You determine whether people engage understand and take action In storytelling with you best selling author and world renowned speaker Cole Nussbaumer Knafllic prepares you to develop your story and deliver it with prowess She unlocks the secrets that have propelled her from self described introvert to sought after presenter distilling lessons learned into this immensely powerful and practical guide The journey starts by building the foundation for effective communication gaining an understanding of your audience and message You ll then learn to transform your ideas into compelling stories and illustrative content Once the materials are set you ll turn your attention inward and explore strategies to hone your delivery and communicate with confidence preparing you for exceptional meetings and knockout presentations Give your hard work a voice and amplify your impact by communicating in a way that makes people want to listen and respond storytelling with you will help you do it **Talent Acquisition Excellence** Kevin Wheeler,Bas van de

Haterd,2024-02-03 WINNER American Book Fest Best Book Awards 2024 Business General Are talent acquisition technologies really making a difference Which capabilities should I care about and how do I use them Are recruitment analytics necessary Talent Acquisition Excellence answers all these questions and more Written for recruiters and Talent Acquisition TA specialists this book outlines which technologies and digital capabilities are available and explains how to use them as well as how to assess what impact they can have on your organization s recruitment activities It includes coverage of artificial intelligence AI algorithms automation and machine learning and also has broader discussion of the talent supply chain and talent intelligence This book also explores technology for sourcing employer branding and job adverts as well as digital pre selection video interviewing and virtual apprenticeships The final part of the book is dedicated to analytics and explains what to measure and why the difference between predictive and prescriptive analytics in recruitment and showcases what a data driven approach to recruitment can help you to achieve Throughout the book there is essential discussion of the ethics of using technologies and analytics in recruitment as well as a focus on the skills needed to be a future proof recruiter Each chapter includes an example scenario to put the capability in context as well as case studies from organizations in the US UK Europe and the Middle East Talent Acquisition Excellence is ideal reading for all recruiters and talent acquisition professionals who need to understand the digital possibilities in the industry **The Intrapreneur's Journey** Hugh

Molotsi,Mjumo Mzyece,Ogundiran Soumonni,Jeff Zias,2023-05 An essential business guide on how to develop an organization s innovation culture and internal entrepreneurs intrapreneurs The Intrapreneur s Journey Empowering Employees to Drive

Growth is an essential guide on effectively creating and implementing a sustainable culture of innovation and entrepreneurship within organizations. The book is based on the insight that established organizations see continuous delivery of innovative products, services and processes when they enable teams of entrepreneurial employees to think and behave like start-ups. Three qualities make this book unique. First, it explores the theory and practice of intrapreneurship and innovation with a particular but not exclusive focus on key issues in African contexts. Second, it includes a large, diverse set of instructive examples and case studies of intrapreneurship and innovation in organizations in Africa. And third, it features a useful toolkit: the Intrapreneurship Empowerment Model, a simple yet complete implementation framework. The book includes key resources of practical, real-world tools and assets used by some of the world's most intrapreneurial and innovative organizations. The Intrapreneur's Journey adds value for both practitioners and scholars of intrapreneurship and innovation in Africa and other parts of the world.

The power of impact Anouk van Oordt, Coline Lescot, 2025-09-18. Organizations today face deep uncertainty and growing pressure to transform from within and from the world around them. Signs of disconnection are everywhere between people and purpose, brand and behaviour, profit and planet. The Power of Impact is intended for leaders who recognise that tension and want to act. Leaders who care about doing the right thing, making meaningful impact and bringing coherence to what their organisation thinks, does and values. This book presents two key frameworks: the Transformational Spiral, guiding a participative journey, and the Coherence Compass, which uncovers misalignments between purpose, behaviour, culture and space. It offers a practical, personal guide to reveal the invisible, reconnect what matters and build organisations that are future-fit, inspiring and truly worth believing in. This fascinating book explores how sustainability is no longer just a constraint; it's a catalyst for bold thinking, breakthrough ideas and lasting value.

PETER HINSSEN, global innovation and leadership expert, keynote speaker, entrepreneur and author of The Uncertainty Principle. In The Power of Impact, Anouk and Coline invite us to redefine success. They challenge us to co-create with our teams, listen deeply and design spaces that foster genuine connection.

ELS THERMOTÉ, CEO at The Nest Family Office, entrepreneur and investor in sustainable companies. This book shows leaders how coherence between what you say, do, feel and leave behind shapes meaningful employee and customer experiences.

STEVEN VAN BELLEGHEM, recognised expert in customer experience, keynote speaker, entrepreneur and author of A Diamond in the Rough. This book exposes the silent cracks between what companies say and what employees experience every day. Through a five-step approach, it shows how to reconnect strategy, behaviour and spaces to create real change.

BEATRICE DE MAHIEU, CEO at BeCode, expert in innovation and digital transformation and entrepreneur. Get ready to be surprised, challenged and energised. This book invites you to take a fresh look at your organisation, showing how observation, psychology and architecture can be as powerful as business modelling in a way that is deeply humane and motivating.

KOSTA PERIC, Deputy Director, Inclusive Financial Services at Gates Foundation.

Love Your Work Robert Dickie III, 2017-01-03. Is your career all it could be? Henry David Thoreau

famously said The mass of men lead lives of quiet desperation Does this describe your current work situation Whether you re just starting out looking for a change or experiencing unwanted change there s a way forward Love Your Work is about pivoting step by step to a more satisfying career It will help you Dream up bigger goals than you have now and meet them Search out new careers or niches within your industry Pursue work and success in the holistic sense Maybe the new economy feels daunting to you Maybe you re not sure how to break out of your industry Maybe you re struggling to move up in rank Wherever you are if you don t find your work meaningful and engaging it s time for a change and Love Your Work will prepare you to make it Robert Dickie III is a career advisor and CEO passionate about helping people find their best work And it shows He offers motivating stories insights into today s market and dozens of resources for growing in your career By the end of Love Your Work you won t just be equipped for the next move you ll be inspired for it You ll see work differently and you ll want to pursue it like you never have before

The Science of Growth Sean Ammirati,2016-04-26 In The Science of Growth venture capitalist and Carnegie Mellon professor Sean Ammirati tackles the dos and don ts of successful scaling by looking at the startups that have won and lost The lean entrepreneurship movement has captivated Silicon Valley and entrepreneurs across the country It s provided an agile framework to develop the right product solution for a given target market and is now used by almost every fledgling company to do just that The next challenge is growth to achieve the financial returns and more importantly the impact they dreamed of when starting off on their adventure Why do some companies realize the VC s goal of a 10x return on investment while others flounder What differentiates the companies that become part of the fabric of our lives and remain responsive no matter how big they get from those that quickly fade To find out Ammirati looks at 20 different companies in pairs who have achieved product market fit at about the same point in history with the same general target customer one of which has gone on to achieve real scale while the other languished As his research reveals just a handful of choices among them who to partner with how to finance growth and how to use data make all the difference in the world With such intriguing examples as LinkedIn vs Spoke Facebook vs Friendster and McDonald s vs White Castle Ammirati shows the secret of the science of growth and how to cultivate it in any organization

Talent Fix Volume 2 Tim Sackett,2024-04-19 Corporate talent acquisition has been failing for decades but it doesn t have to There are simple fixes organizational designs and technology that can turn around the success of your organization s ability to recruit almost overnight Piece by piece and step by step with real world examples and stories about how innovative organizations and top talent acquisitions leaders are successfully recruiting today The Talent Fix presents a proven practical and scalable recruiting model for talent acquisition leaders and practitioners and show how organizations can build and sustain a great talent acquisition function *Run It Like a Business* Aubrey Bergauer,2024-02-06 Featured on Publishers Weekly 2024 Announcement Issue TEDx speaker Aubrey Bergauer the Steve Jobs of classical music reveals how to run a successful arts business in the post pandemic era adapting for profit methods for not for profit goals In the US alone the arts

are a 763 billion sector whose 100 000 organizations serve almost every community in the nation There s no reason arts organizations should struggle to make ends meet And now with arts tested strategies from Aubrey Bergauer they won t This foolproof guide shows how to reach new levels of engagement while always putting art first Running your arts organization like a business is your path forward to Grow audiences and keep them coming back again Make our organizations more inclusive Get younger attendees in the seats and on the donor rolls Generate millions more dollars in revenue Continue to create the art we love without the stress of figuring out how to afford it Just because arts organizations are non profits doesn t mean they shouldn t make money it means the money they make goes back to fund the mission whether that s music visual arts theatre dance or one of many other mediums that enrich our lives The for profit world knows how to achieve success across customer engagement user experience company culture the subscription economy technology and media new revenue streams and brand relevance Run It Like a Business provides a powerful proven framework to help all arts organizations revitalize their economic engines and ultimately serve the arts and its patrons

The Power of Company Culture Chris Dyer,2023-10-03 Learn how to enhance workforce performance strengthen workforce retention and better your leadership by cultivating and expanding on your company s culture with The Power of Company Culture This new edition provides detailed insights on the need for company transparency at work the importance of a strong and positive culture and how leaders can go from supervising to supporting their teams to overall build a better work culture all through hybrid and flexible working This book shows how to develop a company culture that improves productivity performance staff retention company reputation and profits Packed full of insights from leading practitioners at the forefront of developing outstanding company cultures from global companies such as Vayner Media General Motors and Southwest Airlines This is essential reading for all HR Managers and business leaders who are responsible for building monitoring and managing culture in their organizations

Chefsache Fachkräftesicherung Petra Barsch,Gabriele Trachsel,2018-05-08 Das Buch aus der Chefsache Reihe bietet eine Analyse der aktuellen Situation zum Fachkräftemangel zeigt Entwicklungen und Handlungsmöglichkeiten auf und gibt Beispiele erfolgreicher Umsetzungen in Unternehmen Die Wichtigkeit eine Unternehmensstrategie für die Fachkräftesicherung zu entwickeln wird verdeutlicht Durch die demografische Entwicklung stehen Unternehmen vor neuen Aufgaben wenn sie auch zukünftig qualifiziertes Personal gewinnen und halten möchten Die Autorinnen gehen den folgenden Fragen nach Wie entwickelt sich die Verfügbarkeit von gut qualifizierten Arbeitskräften Warum ist es für Unternehmen schon heute sinnvoll sich mit dem Fachkräftebedarf in 10 20 oder sogar 25 Jahren zu beschäftigen Welche Strategien für die Fachkräftesicherung gibt es Welche sind erfolgversprechend und welche Veränderungen sind in den Unternehmen notwendig Beispiele illustrieren die einzelnen Schritte und erfolgreiche Konzepte anschaulich Die vorgestellten Methoden und Werkzeuge können direkt in der täglichen Praxis angewendet werden

Rethinking Management Boris Kaehler,Jens Grunzei,2025-08-27 The concept of management is well established and very familiar to scholars and practitioners alike

However it is also very generic with no agreed upon definition and no consistency in the demarcation between it and its sub concepts and other similar terms Building on an in depth analysis of literature this book establishes a precise understanding of management and systematically integrates its sub concepts of organization governance strategic management human resource management leadership and organizational culture It thus provides a clear theoretical and conceptual framework helping researchers to theorize and practitioners to implement corporate management models

Mensenwerk Xavier van Leeuwe,Matthijs van de Peppel,2020-06-16 Xavier van Leeuwe en Matthijs van de Peppel beschrijven in *Mensenwerk* hoe ze als jonge leidinggevendenden in de roerige mediasector hun organisaties fundamenteel moesten aanpassen om een spoedige neergang af te wenden Ze maakten slim gebruik van data en nieuwe technologie maar dat was niet de kern van de oplossing Die bleek te liggen in verbinding tussen mensen binnen en buiten de organisatie Van Leeuwe en Van de Peppel beschrijven hun avontuurlijke reis waarin ze medewerkers naar een hoger niveau tilden en bestendige klantrelaties bouwden In *Mensenwerk* delen zij hun ervaringen inzichten uit de literatuur die hen op het juiste spoor zetten en de tools die ze gebruikten Een handzaam persoonlijk en vooral praktisch toepasbaar boek

Leading Through Kim B. Clark,Jonathan R. Clark,Erin E. Clark,2024-09-17 Generative AI and the remote work revolution show us every day that we re in a new era The rules and norms have changed and so must leadership And yet coercive bureaucracy hierarchy and control old ways of thinking and working are still with us a deep seated and powerful legacy We are living through a profound transition from an old industrial era to a new one that is digital transparent and complex In this important new book by former dean of Harvard Business School Kim Clark written with his business school professor son Jonathan and management consultant daughter Erin the dynamic struggle between two competing paradigms of leadership is compellingly illustrated an old paradigm that involves control and power over people versus a new one that enables and inspires power through people With rich examples and stories the authors show how deeply ingrained the legacy model of leadership remains and how destructive it is causing waste and loss of human potential stifling innovation and ultimately resulting in what the authors call organizational darkness They go on to articulate a new positive model one that consciously seeks to do good and to make things better that cares for people helping them to thrive and that mobilizes people to solve tough problems These three elements they argue are the soul heart and mind of leadership and activating them requires careful attention to both the personal and the organizational dimensions of leadership The narrative is interwoven with probing analysis and reflection and the authors speak clearly and frankly about the moral aspects and impact of leadership They also provide a concrete frame and approach for scaling the new model and creating a vibrant leadership system *Leading Through* is a deep and essential account of the evolution of our leadership thinking and practice that is both timely and timeless

Essere originali Adam Grant,2016-11-04T00:00:00+01:00 Impariamo a farci sostenitori delle nostre idee migliori e scopriamo come i leader possono stimolare negli altri l originalit di pensiero e di azione Nel suo nuovo libro Adam Grant una delle menti pi stimolanti e

provocatorie della sua generazione torna a domandarsi come creare un mondo migliore ma stavolta affronta la questione dal punto di vista dell'originalità scegliere di andare controcorrente respingere il conformismo opporsi alle tradizioni sorpassate Come possiamo difendere i meriti di nuove idee e nuove prassi senza mettere a repentaglio la reputazione le relazioni e la carriera Attingendo a sorprendenti studi scientifici e a esempi tratti dal business dalla politica dallo sport e dallo spettacolo Grant sfata il mito secondo cui gli anticonformisti di successo sarebbero naturalmente portati a esercitare la leadership e ad affrontare il rischio Essere originali mostra che chiunque può individuare opportunità di cambiamento riconoscere una buona idea tenere sotto controllo la paura e i dubbi alzare la voce senza lasciarsi zittire Scoprirete quali tecniche hanno decretato il successo di un imprenditore che promuove le sue startup elencando le ragioni per non investire una dipendente di Apple che ha sfidato Steve Jobs pur trovandosi tre livelli sotto di lui nella gerarchia aziendale un analista che ha ribaltato il dogma della segretezza nella CIA un miliardario e mago della finanza che licenzia i dipendenti se non lo criticano abbastanza un produttore cinematografico che con una sola domanda ha permesso che venisse realizzato il primo film di animazione Disney basato su una storia originale Grant insegna a tradurre in azione le idee originali in modo efficace e sostenibile offrendo suggerimenti pratici per trovare alleati nei luoghi più imprevedibili combattere il pensiero di gruppo e insegnare ai nostri figli a pensare con la loro testa Opporsi al conformismo può migliorare la nostra situazione e darci l'impulso ad agire Le persone originali vivono le stesse insicurezze e le stesse paure di chiunque altro ma la differenza che di fronte alle difficoltà non si paralizzano anzi si rimboccano le maniche Essere originali vi darà gli strumenti per realizzare le vostre idee e il coraggio di fare il primo passo

Culture Fix Colin D. Ellis, 2019-09-20 Finalist AUSTRALIAN BUSINESS BOOK AWARDS BEST MANAGEMENT AND HR BOOK 2020 The playbook for building a great culture Culture is the key to success for every organisation but what do great cultures do and what makes them successful In Culture Fix author Colin D Ellis shows you how to change the way you do things and create a winning culture that will keep your organisation relevant today and into the future No matter your business industry or country your culture's success depends on the emotional intelligence and engagement of people within it Whether you're a CEO a manager or a team leader this comprehensive playbook provides everything you need to build self-motivating teams capable of delivering great value and great employee experiences for your organisation Many organisations lack the knowledge for creating cultures that are uniquely suited for their people Culture Fix offers real world solutions to problems of culture change in organisations and teams of all types and sizes build an aspirational vision for your organisation or team create a set of values that mean something enhance the communication between your people adopt the mindsets and behaviours for a successful culture create the right environment for innovation and creativity Practical insightful honest and funny Culture Fix How to create a great place to work will show you how to create a workplace where great people can accomplish great things

Eredetik Adam M. Grant, 2018-03-01 A gyors cselekvés vagy a halogatás a siker titka Miért nem érdemes egy jótletet kedvért mindent egy lapra feltenni Tényleg jobb szünetes az

ellens g nk mint egy bar tunk A k zsfelfog s szerint vannak szt n sen kreat vak m g m sok kevesebb eredeti gondolattal rendelkeznek Pedig a kreativit s egy jszer s hasznos koncepci l trehoz sa csak az els l p s az eredetis ghez meg kell tanulnunk lek zdeni a f lelmeinket b tran megosztani az tleteinket s meggy zni m sokat Adam M Grant szervezeti pszichol gus kutat saira s interj ira alapozva gyakorlatias tmutat t ad arra mik nt val s tsuk meg a v zi inkat s hogyan legy nk eredetiek K nyve nemcsak a szeml letm dunktat v ltoztatja meg hanem a k rnyezet nk jobb t tel re is inspir l

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