



Work Rules!

by Laszlo Bock

1. Mission-driven culture fosters innovation and employee satisfaction

"If you believe people are fundamentally good, then as an entrepreneur, team member, team leader, manager, or CEO, you should act in a..."

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Work Rules By Laszlo Bock

RS Peters



Work Rules By Laszlo Bock:

Work Rules! Laszlo Bock, 2015-04-01 Google receives over 1 500 000 unique applications for jobs every year This book shows you why How to learn from your best employees and your worst Why you should only hire people who are smarter than you are Take away managers powers over employees And why not to trust your gut instinct We spend more time working than doing anything else in life It s not right that the experience should be so demotivating and dehumanizing So says Laszlo Bock visionary head of People Operations at the company that transformed how the world interacts with knowledge this insight is the heart of his brilliant first book A compelling manifesto with the potential to change how we work and live Work Rules offers both a new philosophy of the new world of work and a blueprint for attracting the most spectacular talent and ensuring the brightest and best prosper Your workplace and how you treat your employees has a huge effect on your success In twelve vivid chapters Bock lays out a series of surprising lessons from a range of industries from household names to little known innovators He also takes us inside one of history s most explosively successful businesses to reveal why Google is consistently rated one of the best places to work in the world His years of experience are distilled into a series of entertaining principles that are easy to put into action whether you re a team of one or a team of thousands Work Rules shows how to strike a balance between creativity and structure leading to success you can measure in quality of life as well as market share Read it to build a better company from within rather than from above read it to reawaken your joy in what you do The way we work is changing are you

Work Rules! Laszlo Bock, 2016-02-24 Die Arbeitswelt ndert sich Sind Sie bereit daf r Warum Sie ausschlie lich Leute einstellen sollten die besser sind als Sie Was Sie von Ihren besten und schw chsten Mitarbeitern lernen k nnen Warum Sie den Managern Macht entziehen sollten Weshalb Sie Entwicklung nicht mit Leistungsmanagement verwechseln d rfen Warum Sie unfair entlohnen sollten Google schreibt an unserer Kulturgeschichte Work Rules zeigt mit verbl ffender Offenheit wie eines der innovativsten Biotope funktioniert Auf Basis einer nicht hintergehbaren Mission pr sentiert Laszlo Bock ein experimentelles und evidenzbasiertes People Management Am Ende sehen wir einige unverr ckbare Regeln aber vor allem eine F lle ber die Eigenverantwortung des Einzelnen herausreichenden Gestaltungsm glichkeiten Hierauf kann und muss nun jeder selbst aufsetzen Prof Dr J rgen Weibler Autor des Standardwerkes Personalf hrung Wer verbringen die meiste Zeit unseres Lebens am Arbeitsplatz Es kann deshalb nicht richtig sein wenn hier unsere Erfahrungen von Demotivation Unfreundlichkeit und Menschenverachtung gepr gt 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 ver ndern Google geh rt zu den attraktivsten Arbeitgebern weltweit und erh lt j hrlich etwa zwei Millionen Bewerbungen f r wenige Tausend offener Stellen Was macht Google so attraktiv Die Personalauswahl ist h rter als an den Universit ten 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

Führungsinstrumente aus dem Silicon Valley Sven Grote, Rüdiger Goyk, 2017-11-29 Dieses Werk gibt einen Überblick über neue Managementkonzepte wie Agile Führung Design Thinking Scrum oder Holacracy und zeigt anhand vieler Best Cases wie diese in der Führungspraxis eingesetzt werden können Ein Blick auf neue Instrumente der Zukunft beleuchtet Trends wie Lean Start up und viele mehr Renommiertere Autoren aus Wissenschaft und Praxis teilen ihr Wissen über bestehende Instrumente aus der neuen Arbeitswelt und zeigen auch welche Kompetenzen nötig sind um diese im Unternehmen erfolgreich einzusetzen

Summary of Laszlo Bock's Work Rules! by Swift Reads Swift Reads, 2019-06-28 Work Rules Insights from Inside Google That Will Transform How You Live and Lead 2015 by Laszlo Bock describes the unorthodox methods Google uses to hire and retain the most talented employees Google's founders Larry Page and Sergey Brin knew they wanted to create the world's best search engine Purchase this in depth summary to learn more

[Product Management: Understanding Business Context and Focus](#) Asomithia, 2019-08-28 Product management starts here Before building and managing products in mid to large organisations product people need to understand the organisation's aims strategies and culture and what they mean for them

Summary of Laszlo Bock's Work Rules! by Swift Reads Swift Reads, 2019-03 Work Rules Insights from Inside Google That Will Transform How You Live and Lead 2015 by Laszlo Bock describes the unorthodox methods Google uses to hire and retain the most talented employees Google's founders Larry Page and Sergey Brin knew they wanted to create the world's best search engine Purchase this in depth summary to learn more

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

Meaning-Centered Leadership Barbara E. Bartels, C. Edward Jackson, 2021-01-15 Today s multigenerational fast paced work environment is causing employees to rethink their work Today it is less about the paycheck and more about seeking a meaningful and purpose driven career As we spend more time in the workplace and technology makes working from anywhere more commonplace it is more vital than ever to create a work environment that instills meaning both in the workplace and in our lives Research shows that the vast majority of employees 85% worldwide are disengaged which is killing employee happiness and satisfaction and thereby affecting the bottom line Meaning Centered Leadership will inspire and incite readers to create meaning in their organizations so their employees have higher engagement and are more fulfilled By creating meaning we can turn employee engagement levels upside down creating a powerful more productive and overall happier place to work The 3Es of Meaning Centered Leadership Engagement Empowerment and Expertise will provide leaders ways to develop behaviors and strategies that in turn will inspire employees to love their jobs and their lives Happier employees lead to healthier work environments and higher engagement positively impacting the bottom line

Humanocracy Gary Hamel, Michele Zanini, 2020-08-18 A Wall Street Journal Bestseller In a world of unrelenting change and unprecedented challenges we need organizations that are resilient and daring Unfortunately most organizations overburdened by bureaucracy are sluggish and timid In the age of upheaval top down power structures and rule choked management systems are a liability They crush creativity and stifle initiative As leaders employees investors and citizens we deserve better We need organizations that are bold entrepreneurial and as nimble as change itself Hence this book In Humanocracy Gary Hamel and Michele Zanini make a passionate data driven argument for excising bureaucracy and replacing it with something better Drawing on more than a decade of research and packed with practical examples Humanocracy lays out a detailed blueprint for creating organizations that are as inspired and ingenious as the human beings inside them Critical building blocks include Motivation Rallying colleagues to the challenge of busting bureaucracy Models Leveraging the experience of organizations that have profitably challenged the bureaucratic status quo Mindsets Escaping the industrial age thinking that frustrates progress Mobilization Activating a pro change coalition to hack outmoded management systems and processes Migration Embedding the principles of humanocracy ownership markets meritocracy community openness experimentation and paradox in your organization s DNA If you ve finally run out of patience with

bureaucratic bullshit If you want to build an organization that can outrun change If you re committed to giving every team member the chance to learn grow and contribute then this book s for you Whatever your role or title Humanocracy will show you how to launch an unstoppable movement to equip and empower everyone in your organization to be their best and to do their best The ultimate prize an organization that s fit for the future and fit for human beings [The Intrapreneur's Journey](#) Hugh Molotsi,Mjumo Mzyece,Ogundiran Soumonni,Jeff Zias,2023-05-01 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 **Talent Fix Volume 2** Tim Sackett,2024-04-19 Corporate recruiting has been broken for decades but fixing it is easier than you think The Talent Fix offers a practical scalable blueprint for transforming talent acquisition into a strategic results driven function With step by step guidance and real world stories from top performing organizations the book shows how to apply simple organizational designs technologies and best practices to dramatically improve recruiting outcomes Whether you re starting from scratch or optimizing an existing function this guide helps HR leaders and recruiters build the systems and culture needed to consistently attract top talent Smart straightforward and packed with proven solutions it s the playbook every talent acquisition leader needs [The Employee Experience Advantage](#) Jacob Morgan,2017-03-01 Research Shows Organizations That Focus on Employee Experience Far Outperform Those That Don t Recently a new type of organization has emerged one that focuses on employee experiences as a way to drive innovation increase customer satisfaction find and hire the best people make work more engaging and improve overall performance The Employee Experience Advantage is the first book of its kind to tackle this emerging topic that is becoming the 1 priority for business leaders around the world Although everyone talks about employee experience nobody has really been able to explain concretely what it is and how to go about designing for it until now How can organizations truly create a place where employees want to show up to work versus need to show up to work For decades the business world has focused on measuring employee engagement meanwhile global engagement scores remain at an all time low despite all the surveys

and institutes that been springing up tackle this problem Clearly something is not working Employee engagement has become the short term adrenaline shot that organizations turn to when they need to increase their engagement scores Instead we have to focus on designing employee experiences which is the long term organizational design that leads to engaged employees This is the only long term solution Organizations have been stuck focusing on the cause instead of the effect The cause is employee experience the effect is an engaged workforce Backed by an extensive research project that looked at over 150 studies and articles featured extensive interviews with over 150 executives and analyzed over 250 global organizations this book clearly breaks down the three environments that make up every single employee experience at every organization around the world and how to design for them These are the cultural technological and physical environments This book explores the attributes that organizations need to focus on in each one of these environments to create COOL spaces ACE technology and a CELEBRATED culture Featuring exclusive case studies unique frameworks and never before seen research The Employee Experience Advantage guides readers on a journey of creating a place where people actually want to show up to work Readers will learn The trends shaping employee experience How to evaluate their own employee experience using the Employee Experience Score What the world s leading organizations are doing around employee experience How to design for technology culture and physical spaces The role people analytics place in employee experience Frameworks for how to actually create employee experiences The role of the gig economy The future of employee experience Nine types of organizations that focus on employee experience And much more There is no question that engaged employees perform better aspire higher and achieve more but you can t create employee engagement without designing employee experiences first It s time to rethink your strategy and implement a real world framework that focuses on how to create an organization where people want to show up to work The Employee Experience Advantage shows you how to do just that

Recommendation Engines Michael Schrage, 2020-09-01 How companies like Amazon and Netflix know what you might also like the history technology business and social impact of online recommendation engines Increasingly our technologies are giving us better faster smarter and more personal advice than our own families and best friends Amazon already knows what kind of books and household goods you like and is more than eager to recommend more YouTube and TikTok always have another video lined up to show you Netflix has crunched the numbers of your viewing habits to suggest whole genres that you would enjoy In this volume in the MIT Press s Essential Knowledge series innovation expert Michael Schrage explains the origins technologies business applications and increasing societal impact of recommendation engines the systems that allow companies worldwide to know what products services and experiences you might also like Schrage offers a history of recommendation that reaches back to antiquity s oracles and astrologers recounts the academic origins and commercial evolution of recommendation engines explains how these systems work discussing key mathematical insights including the impact of machine learning and deep learning algorithms and highlights user experience design challenges He

offers brief but incisive case studies of the digital music service Spotify ByteDance the owner of TikTok and the online personal stylist Stitch Fix Finally Schrage considers the future of technological recommenders Will they leave us disappointed and dependent or will they help us discover the world and ourselves in novel and serendipitous ways **All Bets On Me** Larry Morrow,2018-01-09 ALL BETS ON ME is a self help book and an account of a young man who grew up in the city of New Orleans with a vision and a drive to achieve the American Dream The book depicts the early struggles of a kid who embodied the entrepreneurial hustle of his celebrity role models that eventually manifested into doing business with the same celebrity figures he idolized growing up This narrative highlights the true value in building solid relationships through business and real life encounters In pursuit of success life will present pivotal moments that require strategic and intentional relationship building ALL BETS ON ME prepares the reader to aggressively maximize those moments and translate an ordinary relationship into a lucrative one More importantly this publication delivers a vital message to the reader In the game of life every day is a gamble and even when the odds are stacked against you roll the dice and always make the best bet ever bet it all on you *Culture Wins* William Vanderbloemen,2018-03-20 What could your company accomplish if it could attract and retain employees who buy into your organization s mission 100% Culture Wins is a practical yet challenging modern guidebook for organizations that want to own the future Its firsthand insights into building a contagious culture will drive sustainable growth and innovation for any organization You will build a healthy workplace increase revenue and change the world with the lessons you ll learn Stop losing employees grow your team and build a contagious company culture that outlasts the competition There are books on general team building there are books on workplace best practices and there are books on leadership but there is not a book that shows forward thinking leaders how to integrate it into today s new job hopping culture William Vanderbloemen uses his company s proven experience in staffing and organizational consulting to provide a global perspective of effective thriving cultures and how to create them **Design of Innovation Processes** Darrell Velegol,2023-08-22 Design of Innovation Processes Flow from Idea to Market Launch with Higher Speed and Value Time after Time introduces the concept of seeing innovation as a type of process manufacturing operation and offers a coherent set of principles that will accelerate innovation in the chemical processing industries The book provides actionable practices for innovating chemically related products and services faster and with higher value The author shows that by coordinating an Integrated Innovation Team IIT consisting of R D marketing manufacturing regulatory toxicology analytical legal finance VP level leadership sustainability and other functions it s possible to increase innovation throughput The author Dr Darrell Velegol Distinguished Professor of Chemical Engineering at Penn State University sees ineffective innovation processes as the reason why chemical process industries are growing less than industries like digitech hence he provides valuable information in this updated resource Explains in detail how to form Integrated Innovation Teams IIT Helps identify bottlenecks where innovation processes might be stalling out Suggests valuable questions and multiple hypotheses VQs and

MHs that help users ask clear questions and test against clearly stated hypotheses

The Gentle Art of Leadership Brian Donovan, Dean Phelan, 2024-11-12 What makes leaders great The writing is on the wall Quantitative and qualitative research indicate they consistently practise a Gentle Art of Leadership Firsthand analyses of more than six thousand 360o feedback reports Over 50 one on one interviews with Leaders Reflections on hundreds of Executive Coaching sessions Review of over 160 books and articles on leadership Our own experiences as CEOs A compelling guide and handbook for anyone in a leadership role This Gentle Art of Leadership cuts against the grain of the often held view that great leaders CEOs and team coaches are charismatic extroverted forceful characters with powerful egos and that we need such big personalities to transform our companies organisations sporting teams and nations Sometimes this view proves to be true and we remember such characters But more often the greatest leaders who leave the greatest legacies have a powerful mixture of personal humility integrity and indomitable will for forwarding the health success and long term prosperity of their organisation and people They seem to get the best out of others by genuinely treating them with dignity and respect whilst focused on strategic outcomes

Storytelling mit Daten Cole Nussbaumer Knaflitz, 2017-07-27 Präsentieren Sie nicht einfach nur Ihre Daten Machen Sie eine Geschichte daraus Storytelling können Sie lernen vor allem wenn es um die Visualisierung von Daten geht Mit diesem Buch schauen Sie hinter die blichen Werkzeuge zur Visualisierung mit dem Ziel an die Wurzeln quantitativer Informationen heranzukommen um eine ansprechende informative und spannende Geschichte zu erzählen Insbesondere erfahren Sie welche Bedeutung Kontext und Publikum für Ihre Geschichte haben wie Sie die geeigneten Diagramme für Ihre jeweilige Situation bestimmen wie Unordnung Ihre Geschichte zerstört und wie Sie sie beseitigen können wie Sie die Aufmerksamkeit Ihres Publikums auf die wichtigsten Teile Ihrer Daten richten wie Sie Designerdenken und Designkonzepte zur Visualisierung Ihrer Daten und die Kraft des Erzählens nutzen um in Resonanz mit dem Publikum zu kommen Die Lektionen in diesem Buch werden Ihnen helfen Ihre Daten in visuelle Geschichten zu verwandeln die in den Köpfen des Publikums haften bleiben Verlassen Sie die Welt unverständlicher Graphen und explodierender 3D Kreisdiagramme Weben Sie Ihre Daten zu einer Geschichte Dieses Buch liefert Ihnen die dafür notwendigen Grundlagen theoretisch fundiert vielfältig illustriert und anwendungsorientiert durch viele Beispiele Cole Nussbaumer Knaflitz erzählt Geschichten mit Daten Sie ist spezialisiert auf die effektive Darstellung von quantitativen Informationen Knaflitz' Talent wird weltweit von Organisationen genutzt beispielsweise im Banking oder aktuell bei Google wo sie Managerin im People Analytics Team von Laszlo Bock ist Mein Team nutzt schon lange die Lehren von Cole Sie sorgen häufig für ein neues Verständnis bei unseren Aktivitäten hat das einen enormen Einfluss auf das Leben anderer Menschen Eleanor Bell Director Business Analytics Bill Melinda Gates Foundation

Software Engineering at Google Titus Winters, Tom Manshreck, Hyrum Wright, 2020-02-28 Today software engineers need to know not only how to program effectively but also how to develop proper engineering practices to make their codebase sustainable and healthy This book emphasizes this difference between programming and software

engineering How can software engineers manage a living codebase that evolves and responds to changing requirements and demands over the length of its life Based on their experience at Google software engineers Titus Winters and Hyrum Wright along with technical writer Tom Manshreck present a candid and insightful look at how some of the world s leading practitioners construct and maintain software This book covers Google s unique engineering culture processes and tools and how these aspects contribute to the effectiveness of an engineering organization You ll explore three fundamental principles that software organizations should keep in mind when designing architecting writing and maintaining code How time affects the sustainability of software and how to make your code resilient over time How scale affects the viability of software practices within an engineering organization What trade offs a typical engineer needs to make when evaluating design and development decisions

Winning with Data Tomasz Tunguz, Frank Bien, 2016-05-26 Crest the data wave with a deep cultural shift Winning with Data explores the cultural changes big data brings to business and shows you how to adapt your organization to leverage data to maximum effect Authors Tomasz Tunguz and Frank Bien draw on extensive background in big data business intelligence and business strategy to provide a blueprint for companies looking to move head on into the data wave Instrumentation is discussed in detail but the core of the change is in the culture this book provides sound guidance on building the type of organizational culture that creates and leverages data daily in every aspect of the business Real world examples illustrate these important concepts at work you ll learn how data helped Warby Parker disrupt a 13 billion monopolized market how ThredUp uses data to process more than 20 thousand items of clothing every day how Venmo leverages data to build better products how HubSpot empowers their salespeople to be more productive and more From decision making and strategy to shipping and sales this book shows you how data makes better business Big data has taken on buzzword status but there is little real guidance for companies seeking everyday business data solutions This book takes a deeper look at big data in business and shows you how to shift internal culture ahead of the curve Understand the changes a data culture brings to companies Instrument your company for maximum benefit Utilize data to optimize every aspect of your business Improve decision making and transform business strategy Big data is becoming the number one topic in business yet no one is asking the right questions Leveraging the full power of data requires more than good IT organization wide buy in is essential for long term success Winning with Data is the expert guide to making data work for your business and your needs

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