

Foreword by DORIE CLARK, author of STAND OUT

SHAWN MURPHY

THE
OPTIMISTIC
WORKPLACE



CREATING AN ENVIRONMENT
THAT **ENERGIZES** EVERYONE

The Optimistic Workplace Creating An Environment That Energizes Everyone

Robert Bruce Shaw



The Optimistic Workplace Creating An Environment That Energizes Everyone:

The Optimistic Workplace, 2016 **The Optimistic Workplace** Shawn Murphy, 2015-10-28 While you can personally transform the corporate culture you can influence the workplace climate and create meaningful and lasting change Supported by the latest research this eye opening book argues that our best work is the product of a positive environment When it comes to work these days we re expected to do more with less but is this nose to the grindstone philosophy the best way to run a business Alarming low employee engagement numbers indicate otherwise So if pushing everyone harder isn t the path to productivity what is Advocating a steward model of management The Optimistic Workplace reveals how to Explore personal and organizational purpose and align them for astonishing results Overcome resistance and skepticism Build camaraderie and deepen loyalty Increase intrinsic motivation Help your team find meaning in their work Identify goals collaboratively and track progress Examples from companies large and small demonstrate how this people centric focus ignites employee potential increases innovation and catapults the organization to new levels of performance The Optimistic Workplace presents an array of surprisingly simple strategies as well as practical 30 60 and 90 day plans designed to focus your actions and make employee optimism not just a worthy goal but a real and measurable result

Developing Business Acumen Jennifer Currence, 2017-10-27 Small business HR professionals juggle broad responsibilities and need sharp business insight to lead effectively Developing Business Acumen is a practical fast start guide that helps HR professionals in small businesses understand the business holistically and contribute strategically From interpreting P L statements to collaborating with sales marketing and leadership this book provides tools to elevate HR s role across the organization It covers critical skills including metric development cross functional communication relationship building and environmental scanning With fewer barriers to cross departmental knowledge small business HR has unique opportunities to make an outsized impact and this book shows how As the first title in the Making an Impact in Small Business HR series it empowers readers to build the competencies that fuel long term success **Start a Successful**

Business Colleen DeBaise, 2018-02-01 With stories and advice from a fleet of trusted experts this book is for anyone wishing to get their business off the ground and become the next wildly successful entrepreneur everyone is reading about For decades makers doers and dreamers have turned to Inc for help in getting their businesses off the ground The insanely successful entrepreneurs behind organizations like Skullcandy Spanx Elon Musk and Airbnb learned lessons at every stage experienced unexpected setbacks and in the end triumphed wildly All along Inc was there capturing it all so that others could experience even greater successes than these titans of business From brainstorming to crowdfunding to building partnerships the book walks new and aspiring founders through seven crucial stages including Establishing a brilliant business idea Selecting the best structure and strategy for your startup Getting the word out and building clientele Preparing to go global Learn how Elon Musk stays wildly productive Discover how Sarah Blakely got the inspiration for Spanx Read the

stories of how a hashtag accelerated Airbnb's success and how Warby Parker shook up the eyewear industry with its innovative socially conscious business model. Start a Successful Business gathers these important lessons into a single path charting guide.

Extreme Teams Robert Bruce Shaw, 2017-02-16 This book takes a revitalized look at how teams should work in today's business. It is driving real growth in some of the world's most innovative firms. Every manager desires to have great teams around them collaborating together and running with the mission. Unfortunately, most of these teams have been built around outdated practices made popular by companies that either no longer exist or haven't been relevant in years. However, a new generation of teams has learned to do things differently: things like hiring the right person instead of the best person, focusing on one priority while leaving room to explore new ideas, creating an environment where people are comfortable dealing with the uncomfortable, and maximizing profit by not making it top priority. In *Extreme Teams*, take a peek into top companies and examine the teamwork experiments powering their results, including how Pixar's teams use constant feedback and debate to transform initially flawed films into billion-dollar hits. A culture of radical freedom and responsibility helps Netflix execute on the next big thing. Whole Foods' super-autonomous teams embrace hard metrics and friendly competition to drive performance. Zappos fuels the weirdness and fun that sustains its success. From marketing to design to technology to product demand, everything has changed in business and will continue to do so. Why shouldn't the teams carrying out these changes undergo their own upgrades?

The One-Percent Edge Susan Solovic, Ray Manley, 2018-02-22 The answer to remaining competitive and keeping steady growth for your business is not groundbreaking business-altering innovations but by simply making one tweak at a time. You are in the business of staying competitive, seeing solid profits, building a strong brand, and keeping steady customers who return again and again. But the market is constantly changing, and competition is fierce. How do you not only keep from losing ground but manage to remain a step ahead? Is a complete overhaul and rebranding every few years necessary to make sure your footprint is still making its mark, reminding consumers of your presence? In *The One Percent Edge*, you will learn how to put energy into profitable areas and trim dead weight, raise prices by selling value instead of things, access new markets by adapting products or services, turn customers into brand ambassadors, and many other subtle yet highly effective strategies for affecting profitable changes to your business. By making incremental adjustments to every aspect of the business—marketing, customer service, finances, products—people, then repeating the process, you will find yourself constantly fixing weaknesses and spotting opportunities for growth. Pull ahead of the pack by constantly evolving, one tweak at a time.

Hard-Won Wisdom Jathan Janove, 2016-11-15 This book will help you become proactive in learning how to avoid the disastrous scenarios befalling companies every day. For managers, even simple requests or basic expectations can quickly spiral out of control. Seasoned HR expert and employment attorney Jathan Janove helps you anticipate and head off trouble so you don't get blindsided by people problems. Drawing on years spent untangling tricky situations and fixing mishaps, *Hard-Won Wisdom* chronicles 46 eye-opening, jaw-dropping

stories that show you how to Defuse angry employees Discipline without inviting legal action Hire the best person for the job Manage high maintenance people Make airtight promotion decisions Give timely feedback Avoid the penalties of lost trust Protect against harassment and discrimination suits Janove's long experience in employment law executive coaching and management make for some compelling stories The specific actionable advice in *Hard Won Wisdom* provides is sure to help anyone who wants to avoid career derailing conflict What Customers Crave Nicholas Webb, 2016-10-12 Think you know your customers You better be more assured than just thinking you do because your success depends on it The best companies in the world first research exhaustively what their customers desire and then they deliver it in memorable and deeply human experiences resulting in success previously believed to be unachievable So once again how well do you know your customers In a hyperconnected economy that is radically changing consumer expectations this vital expectation for any successful business is not always easy But in *What Customers Crave* author and business strategist Nicholas Webb simplifies this critical task into being able to confidently answer two questions What do your customers love What do they hate Jam packed with tools and examples this must have resource helps businesses reinvent how they engage with customers both physical and virtual Learn how to Gain invaluable insights into who your customers are and what they care about Use listening posts and Contact Point Innovation to refine customer types Engineer experiences for each micromarket that are not only exceptional but insanely relevant Connect across the five most important touchpoints Co create with your customers And more It's time to reinvent the ways you engage with your customers Because when you learn to provide for them exactly what they want they not only bring along their wallets but those belong to their friends as well *Work Better Together: How to Cultivate Strong Relationships to Maximize Well-Being and Boost Bottom Lines* Jen Fisher, Anh Nguyen Phillips, 2021-06-08 Power your business culture with strong workplace relationships and watch productivity and profitability soar For years companies have been implementing programs that promote social responsibility and improve employee health both of which benefit the financial bottom line Now it's time to focus on positive social interactions and relationships in the workplace Why Research shows that authentic trust based relationships increase job satisfaction engagement productivity and retention and even decreased healthcare costs In *Work Better Together* two experts from Deloitte explain how working remotely over relying on digital communication and always being on is fast increasing feelings of isolation and burnout and how a work culture driven by quality relationships can reverse these trends The authors show how to cultivate positive relationships by Focusing on self care such as physical health quality sleep and taking time off Tapping into human skills such as empathy authenticity and communication Using technology with intentionality to strengthen relationships while breaking the negative habits technology fosters Managing workplace relationships whether you're in the office every day or telecommuting or something in between Developing a culture of strong relationships that drive quality collaboration throughout the organization *Work Better Together* walks you through the process of implementing change and fueling a

much needed corporate movement towards humanity in the workplace Based on the authors 40 combined years of experience it helps you meet today s employees most urgent needs while benefitting your organization in real and measurable ways

WorkInspired: How to Build an Organization Where Everyone Loves to Work Aron Ain, 2018-10-04 Axiom Business Book Award Silver Medalist in Leadership Soundview Best Business Book A Highest Rated CEO who has transformed his organization into a billion dollar company and a Top Place to Work shows leaders how truly prioritizing employees isn t just good for employees it s good for business Imagine a company where everyone loves to work where employees feel not just satisfied but truly cared for respected and energized Think of the impact this would have on recruitment retention customer satisfaction innovation and overall performance Aron Ain the award winning CEO of Kronos a global provider of workforce management and human capital management cloud solutions believes that anything is possible when people are inspired By embracing employee development and engagement as a growth strategy Ain transformed his company s culture and built a billion dollar business This book takes leaders and managers inside Kronos s highly admired WorkInspired culture showing them the surprisingly simple rules they can follow to replicate that success This inspiring guide reveals the best practices that have earned Kronos distinctions on coveted lists such as Glassdoor s 100 Best Places to Work Fortune s 100 Best Companies to Work For Forbes s America s Best Employers and the Boston Globe s Top Places to Work These best practices include overcommunicating and truth telling trusting your people again and again and keeping them safe holding managers accountable for being great at what they do allowing employees flexible schedules and open vacation time challenging your people to put the company out of business with innovative products welcoming back boomerang employees empowering the next generation workforce Many executives talk about how their people are their greatest asset Ain challenges leaders to walk the talk and put people first whether they oversee a team of five or an organization of 500 000 When they do employees won t be the only ones who thank them Customers and shareholders will too This is what it means to WorkInspired

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