

Foreword by Marshall Goldsmith, author of TRIGGERS and MOJO



A MANAGER'S GUIDE
TO GETTING RESULTS—
WITHOUT LOSING
YOUR SOUL

WINNING WELL

Karin Hurt | David Dye

Winning Well A Managers Guide To Getting Results Without Losing Your Soul

Susan Solovic, Ray Manley



Winning Well A Managers Guide To Getting Results Without Losing Your Soul:

Winning Well Karin Hurt, David Dye, 2016-04-15 To succeed in today's hypercompetitive economy managers must master creating a productive work environment for employees while still making numbers. Tense overextended workplaces force managers to choose between results and relationships. Executives set aggressive goals so managers drive their teams to deliver resulting in burnout. Or employees seek connection and support so managers focus on relationships and fail to make the numbers. However managers need to achieve both. In **Winning Well** managers will learn how to stamp out the corrosive win at all costs mentality. Focus on the game not just the score. Reinforce behaviors that produce results. Sustain energy and momentum. Be the leader people want to work for. To prevent burnout and disengagement while still achieving the necessary success for the company managers must learn how to get their employees productive while creating an environment that makes them want to produce even more. **Winning Well** offers a quick practical action plan for making the workplace productive, rewarding and even fun.

Powerful Phrases for Dealing with Workplace Conflict Karin Hurt, David Dye, 2024-05-14 An essential guide to master any workplace conflict with confidence and ease. Have less drama, better results and thrive at work. In many workplaces today workplace conflict is an escalating issue. The shift to remote work and hybrid teams has left many people longing for deeper human connection. On top of this add a younger generation clamoring for more feedback and impatient for change. Steady advances in technology that can feel threatening to job security or people reexamining priorities and quietly quitting. Take the increase in anxiety, stress and depression mix in the loss of human relationships and you get less tolerance and understanding leading ultimately to more unresolved workplace conflict. **Powerful Phrases for Dealing with Workplace Conflict** is an essential resource for all employees and their managers who are looking for help on how to navigate frequent workplace conflicts including with their boss and other difficult people so they can rebuild trust, collaboration and ultimately enjoy more influence at work. Leadership and workplace culture experts Karin Hurt and David Dye share practical and easy to follow tactics such as over 300 actual phrases you can use to deescalate common workplace conflict situations, build trust and make better decisions. Clear examples and explanations of how phrasing will improve interactions. Critical communication tools to ensure workplace issues are addressed before they fester and become more difficult to manage. Findings, real world cases and inspiring stories from the World Workplace Conflict and Collaboration Survey of 5000 people in more than 45 countries conducted by the authors.

High-Impact Interview Questions Victoria Hoevemeyer, 2017-10-15 When most prospective hires come well prepared for interview questions we all expect how do you distinguish their answers from any other applicant? With this book by your side you will no longer have to do your best guess work on what answers are genuine which are rehearsed and which will end up not reflecting the employee in the least. This invaluable resource shows you how to dig deeper using competency based behavioral interviewing methods to uncover truly relevant and useful information. Complete with advice on evaluating answers and assessing cultural

fit the second edition of High Impact Interview Questions features dozens of all new questions designed to gauge accountability assertiveness attention to detail judgment follow through risk taking and more When the candidate is asked to describe specific job related situations you will gain a clearer picture of past behaviors and more accurately predict future performance By the end of an interview the real person behind the r sum will be revealed and you will be able to make an offer based on accurate findings not hopeful hunches

Einstein's Boss Robert Hromas, Christopher Hromas, 2018-05-30 This book filters Flexner's practices through the lens of modern business where industries from computing to engineering to biotechnology compete for top talent and cutting edge innovations In 1933 Albert Einstein fled Nazi Germany for the leafy streets of Princeton NJ Einstein joined the Institute for Advanced Study bestowing instant credibility on the fledgling research center Abraham Flexner the institute's founder wasn't a physicist or mathematician but he was a gifted administrator Under his leadership IAS became a global powerhouse home to 33 Nobel Laureates 38 Field Medalists and myriad winners of the Wolf and MacArthur prizes The man had a knack for leading genius Original and insightful Einstein's Boss explains how to spot the deep thinkers who will transform your business and reveals 10 rules for guiding them to greatness including Get out of the way Allow brilliant people ownership of their projects Shut up and listen Consider their input openly before reaching conclusions Turn over the rocks Be completely transparent a genius will figure out what you're hiding anyway Practice alchemy Mix complementary minds together for maximum effect Let the problem seduce Frame challenges in a way that captures the imagination and draws them toward the goal Quit chasing squirrels Guide innovation towards the core mission When employees are exceptional everyday rules no longer apply Leading people who are smarter than you is no easy task But for managers who learn to channel brainpower into breakthroughs the rewards are boundless

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 ground breaking 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

Shipping Clerk to CEO Ted Clark, 2022-03-08 Ted spells out a personal career model which says Anyone can do it

Whether you've got a high school degree or an MBA from Wharton you can learn from Ted and his book *Jim Owens President and CEO H B Fuller Company Shipping Clerk to CEO* reads like a genuine passing of the business torch to a younger generation eager to cut its teeth outside the classroom. Businessman Ted Clark makes a compelling argument that educating oneself while on the job is a viable strategy that requires only curiosity, tenacity and good instincts for acquiring useful knowledge and a leadership mindset. Starting as a forklift driver and warehouse clerk, Clark climbed the corporate ladder against the odds to become CEO of a 240 million company at age 42. In his debut book *Shipping Clerk to CEO*, Clark shares 15 critical lessons that any ambitious person can use to turbocharge their career. In this book, Clark tackles subjects like: What makes underdogs succeed? How can you avoid the experience trap? What does it take to think on your feet? How do you mend broken work relationships? How do you manage workers twice one's age? *Shipping Clerk to CEO* is chock full of personal stories, information, loaded sidebars and visionary takeaways. In this book, you'll discover: The subtle difference between creating change and adapting. Why we're all salesmen and how to use that knowledge to your advantage. When to show your teeth to gain respect. How a power walk can revolutionize your work presence. And what it really takes to succeed as CEO. Building on his first principle, have a reason, Clark sets the tone like a charismatic mentor, rooting for the success of underdogs everywhere. Entertaining and clever, his parables, self-assessment and business tactics pave the way for a younger generation eager to cut its teeth outside the classroom.

The Age of Agile Stephen Denning, 2018-02-08 An unstoppable business revolution is under way and it is Agile. Sparking dramatic improvements in quality, innovation and speed to market, the Agile movement has helped companies learn to connect everyone and everything all the time. With rapidly evolving consumer needs and technology that is being updated quicker than ever before, businesses are recognizing how essential it is to adapt quickly. The Agile movement enables a team, unit or enterprise to nimbly acclimate and upgrade products and services to meet these constantly changing needs. Filled with examples from every sector, *The Age of Agile* helps you Master the three laws of Agile Management: team, customer, network. Embrace the new mindset. Overcome constraints. Employ meaningful metrics. Make the entire organization Agile. Companies don't need to be born Agile. With the groundbreaking formulas laid out in *The Age of Agile*, even global giants can learn to act entrepreneurially. Your company's future may depend on it.

Courageous Cultures Karin Hurt, David Dye, 2022-02 From executives complaining that their teams don't contribute ideas to employees giving up because their input isn't valued, company culture is the culprit. *Courageous Cultures* provides a road map to build a high performance, high engagement culture around sharing ideas, solving problems and rewarding contributions from all levels. Many leaders are convinced they have an open environment that encourages employees to speak up and are shocked when they learn that employees are holding back. Employees have ideas and want to be heard. Leadership wants to hear them. Too often, however, employees and leaders both feel that no one cares about making things better. The disconnect typically only widens over time with both sides becoming more firmly entrenched in their viewpoints. Becoming a

courageous culture means building teams of microinnovators problem solvers and customer advocates working together In our world of rapid change a courageous culture is your competitive advantage It ensures that your company is sticky for both customers and employees In Courageous Cultures you ll learn practical tools that help you Learn the difference between microinnovators problem solvers and customer advocates and how they work together See how the latest research conducted by the authors confirms why organizations struggle when it comes to creating strong cultures where employees are encouraged to contribute their best thinking Learn proven models and tools that leaders can apply throughout all levels of the organization to reengage and motivate employees Understand best practices from companies around the world and learn how to apply these strategies and techniques in your own organization This book provides you with the practical tools to uncover leverage and scale the best ideas from every level of your organization *The Journal of Gas Lighting, Water Supply & Sanitary Improvement* ,1893 **The Musician** ,1901 **American Paint and Oil Dealer ...** ,1915 Collier's ,1927 **The Argonaut** ,1908 **The Tablet** ,1887 The Saturday Evening Post ,1923 SCC Library has 1974 89 plus scattered issues **The Christian Union** ,1889 *Bazaar Exchange and Mart, and Journal of the Household* ,1883 Country Guide and Nor'west Farmer ,1924 **Texas Farming and Citriculture** ,1944 *Christian Union Herald* ,1903

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