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LASTING BOOK

Work Rules By Laszlo Bock

RS Peters



Work Rules By Laszlo Bock:

Work Rules! Laszlo Bock, 2015-04-07 From the visionary head of Google's innovative People Operations comes a groundbreaking inquiry into the philosophy of work and a blueprint for attracting the most spectacular talent to your business and ensuring that they succeed We spend more time working than doing anything else in life It's not right that the experience of work should be so demotivating and dehumanizing So says Laszlo Bock former head of People Operations at the company that transformed how the world interacts with knowledge This insight is the heart of *Work Rules* a compelling and surprisingly playful manifesto that offers lessons including Take away managers power over employees Learn from your best employees and your worst Hire only people who are smarter than you are no matter how long it takes to find them Pay unfairly it's more fair Don't trust your gut Use data to predict and shape the future Default to open be transparent and welcome feedback If you're comfortable with the amount of freedom you've given your employees you haven't gone far enough Drawing on the latest research in behavioral economics and a profound grasp of human psychology *Work Rules* also provides teaching examples from a range of industries including lauded companies that happen to be hideous places to work and little known companies that achieve spectacular results by valuing and listening to their employees Bock 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 distilling 15 years of intensive worker R read it to reawaken your joy in what you do *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 *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

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tour of what sets Google apart from other companies and why its employees love working there all from the man who knows it better than anyone Senior Vice President of People Operations Laszlo Bock You will learn How to manage your company s very best people and your very worst Why managers have too much power How to hire the best candidates for a job and how to keep them interested

Working It: Disruption Rules Greg Hutchins, 2019-09 Are you Future Ready McKinsey the global consulting firm estimates that between the present and 2030 75 to 375 million workers need to switch jobs that will require new skills and new education just due to automation and tech disruption In terms of magnitude it s akin to coping with the large scale shift from agricultural work to manufacturing that occurred in the early 20th century in North America and Europe and more recently in China But in terms of who must find new jobs we are moving into uncharted territory Those earlier workforce transformations took place over many decades allowing older workers to retire and new entrants to the workforce to transition to the growing industries But the speed of change today is potentially faster The task confronting every economy particularly advanced economies will likely be to retrain and redeploy tens of millions of midcareer middle age workers In this book we explore the Future of Work and how it s going to affect all of us in critical ways We look at Disruption Rules through the lens of paradigm shifts disruptive forces and VUCA Volatility Uncertainty Complexity Ambiguity We look at what causes these changes why it matters to you the reader how it impacts you and most importantly what you can learn and do as a result of these disruptions The main title of this book is Working It As the title implies Working It can be what you do to earn a living or what you do to have fun or how you live your life In other words Working It is all the stuff you do that have meaning and value for you So when you go through this book you ll notice that many of the stories go beyond what you do at the place that provides you income We focus on the meaning and things that are important to your Working It Disruption Rules When there s a disruption most of us find a job or career book to find answers and encouragement Most old school job books provide life career or job road maps Follow these steps and you ll get to where you want to be If you believe these principles and follow these practices you ll find a satisfying job and enjoy a substantial salary with guaranteed yearly increases In this book we want to get real provide insights and tell it like it is The Future of Work impacts people on a daily basis since it deals with our human needs wants and expectations The Future of Work is now So we d say that the Future of Work is important and relevant to the vast majority of people worldwide

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

Product Management: Understanding Business Context and Focus Asomi Ithia,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

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

The Employee Advantage Stephan Meier,2024-10-15 A strategic roadmap that will transform your company into an employee first powerhouse unlocking a competitive edge for enduring success In an ever shifting work landscape leaders can no longer ignore their most overlooked stakeholders their employees In *The Employee Advantage* behavioral economist Stephan Meier explains why organizations must value their employees as much as if not more than their customers those that pivot toward an employee centric model will be more profitable innovative and appealing to top talent The good news You don t need to start from scratch The customer centric tools that give you a competitive advantage can be repurposed to focus on employees Through case studies of Fortune 500 companies like Costco DHL and Best Buy as well as smaller organizations you will learn Why employees care about more than just money when it comes to their jobs the same way customers care about more than just price What two mindset shifts are essential to becoming an employee centric workplace How improving your employee experience will benefit your business and your bottom line The future of work is human centric The companies that win in the marketplace will be those with the best employees To get and stay ahead businesses must embrace the employee advantage

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

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