



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

# WINNING WELL

Karin Hurt | David Dye

Foreword by Marshall Goldsmith, author of TRIGGERS and MOJO

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

**Dave Carvajal,Dorothy Grover Bolton**



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

Winning Well Karin Hurt, David Dye, 2016 800CEORead Business Book Award in Management and Workplace Culture You CAN love your job again It can feel like a rigged game Executives set aggressive goals so managers drive their teams to burnout trying to deliver Or employees seek connection and support so managers focus on relationships and fail to make the numbers The fallout is stress frustration and disengagement and not just among team members two thirds of managers report being disengaged To succeed managers cannot choose between results and relationships They need both They must get people to achieve while creating an environment that makes them truly want to Winning Well offers managers a quick practical action plan complete with examples stories and online assessments They 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 Correct poor performance without drama Build productive relationships Be the leader people want to work for Today s hypercompetitive economy has created tense overextended workplaces Keep it productive rewarding and even fun with this one stop success kit

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

*High-Impact Interview Questions* Victoria Hovemeyer, 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      **Hire Smart from the Start** Dave Carvajal,Dorothy Grover Bolton,2018-01-17 This book distills lessons gained from the author s 20 years of experience building out and staffing two enormously successful Internet startups and helping firms land the talent they need to reach their greatest potential Don t rely on instincts alone Hiring is king and while the lesson seems so basic so many good companies stumble and lose their stride just when they were poised for rapid growth Why Their leaders treated hiring as a tedious chore They posted an ad hoc ad Took the first person with the right skills Hired for immediate needs rather than future flourishing Whether you re a high tech entrepreneur taking a startup public or a food truck vendor with a concept that s taking off Hire Smart from the Start offers a proven formula to help you Find candidates whose values and working style fit your business Spot the 5 types of applicants you should never ever hire Motivate reach candidates to leave their jobs and take a chance on your vision Develop meaningful incentives that make people stay Accelerate success hire smart from the start This book shows you how      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      **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      *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

**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

**Find the Fire** Scott Mautz, 2017-10-18 Wouldn't you love to feel as engaged and energized as you were on day one The key is to quit waiting for it to happen and take control of the process yourself Once upon a time you probably learned the thrill of a good day's work and were inspired to work harder and accomplish more Then the honeymoon ended burnout set in

and you began going through the motions uninspired In Find the Fire discover how you can shake off the malaise and dial up the motivation Whether you re wrestling with fear disconnectedness boredom lack of creative outlets overwhelm or other issues you will find applicable insights exercises inspiring stories checklists and more as you learn about the nine forces that drain inspiration In this compelling book you will learn how to reconnect with your coworkers and managers boost your self confidence and personal presence and how to stay in control during tough times Discover how to empower yourself not waiting for others to fill that need and how you can still produce work you re proud of even after many years of performing the same tasks You ve probably been asking yourself lately what inspires you now But the more applicable question is how did you lose the inspiration you once had in the first place Learn to find that again

**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

## **Winning Well A Managers Guide To Getting Results Without Losing Your Soul** Book Review: Unveiling the Magic of Language

In an electronic digital era where connections and knowledge reign supreme, the enchanting power of language has become more apparent than ever. Its ability to stir emotions, provoke thought, and instigate transformation is really remarkable. This extraordinary book, aptly titled "**Winning Well A Managers Guide To Getting Results Without Losing Your Soul**," published by a very acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound effect on our existence. Throughout this critique, we shall delve in to the book is central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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