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Working PeopleSmart

6 Strategies for Success

**Mel Silberman, Ph.D. &
Freda Hansburg, Ph.D.**

Authors of the bestselling *PeopleSmart*



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Working PeopleSmart, 2004 Bringing out the best in others is good business When we bring both respect and interpersonal savvy to our work relationships we do more than make people feel good We enhance personal and organizational performance And as the workplace grows more complex and competitive managing our work relationships becomes even more essential and difficult Now more than ever we need to work people smart Working PeopleSmart describes the six core strategies used by people smart individuals and shows how to apply them in the toughest workplace situations Individuals who are people smart know how to open others up rather than make them defensive or resistant They have a knack for diffusing tension rather than creating it They set a good example through their own behavior on the job and can inspire and influence others with less developed skills Working People Smart can serve as your virtual coach to guide you through difficult work relationships skillfully How do you deal with a critical colleague Make your boss listen to you React to an offensive joke Get the resources you need The authors look at over 50 real life situations and offer people smart prescriptions for handling them effectively They provide coaching tips for each scenario and describe exactly what a people smart response sounds like As two psychologists with both organizational and clinical expertise coauthors Mel Silberman and Freda Hansburg are highly qualified to deliver the message that we can emerge from even the toughest

interpersonal moments on the job with dignity and grace Where other books rely on typologies that categorize people according to their interpersonal styles and then offer advice on how to deal with each type the strategies described in Working PeopleSmart are straightforward and universal They can be used immediately to deal with any type of person or any situation no matter how difficult or sensitive *Working Peoplesmart* Freda Hansburg,Melvin Silberman,2011-08 Targeted at managers human resource professionals and those whose personal interactions determine their success this manual offers six core strategies for maximizing interpersonal relationships PeopleSmart Mel Silberman,Freda Hansburg,2000-06-12 WE ARE ALL in the people business because we deal with other people all the time But do you sometimes reach out to others only to find your efforts misunderstood or rejected Do you wish your relationships with people close to you were more harmonious and fulfilling PeopleSmart is a practical guide for anyone who asks these questions which means most of us at some time or other It reveals a powerful plan for making your relationships more productive and rewarding whether they are with a supervisor and coworkers or a spouse relatives and friends by developing your interpersonal intelligence

PeopleSmart Freda Hansburg,2000 It turns out that when you become savvy about other people or people smart you become smarter about yourself as well That s the hidden practical message in Mel Silberman and Freda Hansburg s intelligent new book They bring their considerable expertise and hands on experience to bear in these lessons on building interpersonal skills Simply laid out yet well written and concise the book walks you through the sets of skills you need to master As you learn to understand and apply them you gradually sense the impact these skills can have on your ability to lead and excel getAbstract recommends this book to those who are interested in improving their people skills and remember you re a people too **People Smart** Anthony J. Alessandra,Michael J. O'Connor,1990 **They Just Don't Get It!** Leslie Yerkes,Randy Martin,2005-07-05 They Just Don t Get It explores an all too common dilemma when people around us just don t get our ideas Through a charming illustrated fable it tells the story of Julie Buffet a hard charging advertising executive with what she thinks is a fantastic idea for a new campaign But nobody gets it not the client not her boss and not her coworkers And Julie can t understand why We have all found ourselves in this situation at one time or another and we typically see this problem as a failing on the part of the other party They Just Don t Get It shows that when they don t get it the problem is really with ourselves And it shows how we can finally really get it If you ve ever wondered why your ideas haven t been received or acted on in the way you expected this book will reveal your own personal responsibility in helping others understand your intentions Examining the root source of the problem it details five keys to getting it Take Responsibility Practice Humility Begin with Questions Remain Open and Believe They Can These five simple steps will enable you to overcome the problem and prevent it from happening in the future They Just Don t Get It will teach you how to communicate your ideas better and how to motivate others to pull together and achieve your highest goals in any situation

Exchanging Feedback Mel Silberman,Freda Hansburg,2000-06 *The 2006 ASTD Training & Performance*

Sourcebook Mel Silberman, Patricia Philips, American Society for Training and Development, 2006 Contains tools needed in areas such as e learning communication skills diversity and cross cultural awareness performance improvement and management development Back cover

2005 ASTD Training and Organizational Development Mel Silberman, 2006 This book presents a comprehensive toolkit of the most important topics facing organizations today including managing change launching organizational initiatives facilitating teams goal setting and planning creative problem solving building cooperation and trust and team development

The Handbook of Experiential Learning Melvin L. Silberman, 2007-03-30 The Handbook of Experiential Learning is a comprehensive resource that draws together contemporary thought and practice on a wide range of experiential learning applications from the best known authorities on the topic In this book volume editor and leading experiential learning expert Mel Silberman presents a contemporary review of experiential learning in the workplace complete with models applications and innovative uses The handbook covers a broad range of experiential learning methods including Games and simulations Action learning Role play and Improv Story telling Adventure activity Reflective practice Creative play It also describes the use of experiential learning in topics such as technical skills leadership team building diversity and cross cultural training and emotional intelligence

101 Ways to Make Training Active Melvin L. Silberman, 2011-01-31 When it was first published in 1995 Mel Silberman's 101 Ways to Make Training Active became an instant bestseller Now this revised and updated second edition offers the same dynamic approach and several completely new case examples The examples support each exercise and highlight real time uses of the highly successful Active Training method In addition the book includes 200 training tips that form the nuts and bolts of successful active training These tips incorporated in the book's top ten lists show how to build quality activity variety and direction into your training programs For the first time 101 Ways to Make Training Active features a CD ROM containing all the original Top Ten Trainers Tips and Techniques lists for easy reproduction and distribution

How Am I Smart? Dr. Kathy Koch, 2007-02-01 Has your daughter come to you in tears asking Am I smart Or has your son wanted to know How smart am I Dr Kathy wants children to ask an even more important question How am I smart When parents determine ways children can be smart they'll better understand their own children's educational needs and how they learn best This must read reveals roots of behavior struggles and relationship conflicts and their possible solutions Would you believe that knowing your children's intelligence strengths can also help you raise them to know believe in love and serve God With great detail and positive insight Dr Kathy unfolds the eight different ways intelligence manifests itself through the multiple intelligences This practical guide gives you valuable ideas and pays rich dividends for you and your children

You Don't Have to Do it Alone Richard Axelrod, 2011-08-19 Most people in organizations tend to manage projects either as realists or humanists You Don't Have to Do It Alone brings together the practical view of the realist and the people oriented view of the humanist combining the best of both approaches into one role the Pragmatic Involver Covering everything from solving a nagging long term problem at work that could save a

company millions of dollars to launching a community movement to improve local schools the book shows how involving others in a project while maintaining one's focus on the nuts and bolts details can make big things happen Using the authors six major questions each of which is explored in detail *You Don't Have to Do It Alone* shows how success can be attained in a project on any scale from redesigning a manufacturing process at a paper mill to creating an effective youth center Publisher's description **LEAD: 50 models for success in work and life** John Greenway, Andy Blacknell, Andy Coombe, 2018-09-17 Leadership Best Seller with 1 for Business Coaching and Team Skills on Amazon LEAD is here to help you lead yourself and others through life's unpredictable challenges towards your aspirations If you are looking for fresh insights tools and inspiration you won't be disappointed LEAD focuses on the top 3 priorities of a leader To Map To Navigate To Grow It enables you to MAP the journeys that you want to make in work and life NAVIGATE through life's twists and turns to success GROW yourself and others as leaders Its style is like that of the best coach whose sole aim is to help you find your purpose and to thrive With the strapline 50 models for success in work life the authors have thoughtfully blended 30 classic leadership models with 20 of their own proven tools which they have developed through working with business leaders and teams across the globe Let LEAD be your constant companion always within reach to coach challenge and cheer you on

You Don't Have to Do It Alone Richard H. Axelrod, Julie Beedon, 2004-09-12 Readers learn how to make big things happen by using tools and techniques for organizing a successful project from planning and managing to learning lessons for the future The Leadership Experience Richard L. Daft, Pat Lane, 2002 Packed with interesting examples and real world leadership this readable upper level textbook helps students develop an understanding of theory while acquiring the necessary skills and insights to become effective leaders It is written for courses teaching leadership theory and application

Annual Convention of the Kansas Department of the American Legion American Legion. Kansas Department, 1927

The Active Manager's Tool Kit Mel Silberman, 2003-02-22 Dozens of customizable performance improvement tools Mel Silberman's bestselling books on Active Training have sold more than 68 000 copies In *The Active Manager's Tool Kit* Silberman takes his trademarked approach to Active Training and applies it to Active Managing Instead of telling employees what to do and sitting back to wait for results active managers conduct team building motivate coach and guide their direct reports to be self directing accountable and team oriented *The Active Manager's Tool Kit* is full of work sheets and reproducible tools that can be downloaded from the Web and customized or photocopied These include reproducible job aids for employees performance improvement activities that managers can use to train their own teams and questionnaires that help both manager and employees assess how well they are doing The tools in this book enable the active manager to coach and lead effectively *Unforgettable Experiential Activities* Melvin L. Silberman, 2010-04-19 From training expert Mel Silberman the father of the popular and effective active training method comes *Unforgettable Experiential Activities* Mel Silberman's next step resource is designed for facilitators who want to incorporate Impactful Activities into their trainings As

the author explains Impactful Activities are at once concrete dramatic and unexpected Based on best selling author Mel Silberman s Active Training program Unforgettable Experiential Activities contains 75 original activities developed and tested during his 40 year career as a training expert All these dynamic activities have stood the test of time and will help any trainer novice or well seasoned professional engage their learners in active experiential learning As accessible as it is useful each of the book s activities includes an informative introduction and contains suggestions and techniques for implementing the activities that will ensure success every time The activities are organized by today s most sought after training topics including leadership and change management team work and facilitation creativity conflict and negotiation influencing and communication among others Using Mel Silberman s fun entertaining activities trainers can help their participants develop an understanding of the material presented and have a clearer understanding of how to incorporate the information into their work life

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