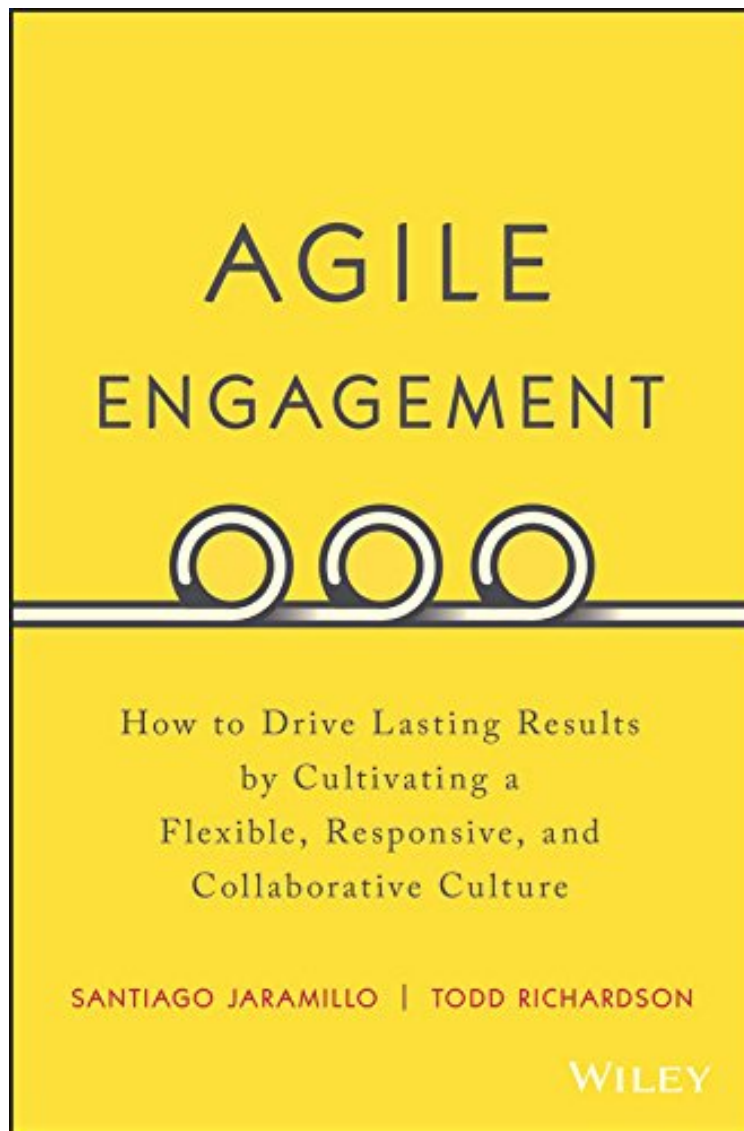


(Free pdf) Agile Engagement: How to Drive Lasting Results by Cultivating a Flexible, Responsive, and Collaborative Culture

Agile Engagement: How to Drive Lasting Results by Cultivating a Flexible, Responsive, and Collaborative Culture

Santiago Jaramillo, Todd Richardson

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Santiago Jaramillo, Todd Richardson : Agile Engagement: How to Drive Lasting Results by Cultivating a Flexible, Responsive, and Collaborative Culture before purchasing it in order to gauge whether or not it would be worth my time, and all praised Agile Engagement: How to Drive Lasting Results by Cultivating a Flexible, Responsive, and Collaborative Culture:

1 of 1 people found the following review helpful. Kick @\$\$ Material!!!By T AndersonThis book really covers a lot of

ground. This is actually my third attempt at a review. My first reviews discussed issues at my company that I wished this book could help. We have a paper generation about to retire and we are living off the stellar job they have done over the past 100 years. All the information in this book is great, but I was not able to relate the content of this book to our company in a healthy enough way to make the reviews worthwhile. I still include some reference to my current situation, but I read the book with my mind in past locations. I am having a hard time watching our company struggle with the digital revolution. I don't know if it will be able to make all the changes needed. Something's need to be torn down and rebuilt. Turning a steel mill into a water park for kids is doable, but it would probably be easier to clear the land and start over. That said, this book contains all the dream come true scenarios one would like to see in their company. I loved the printed version so much I bought the Kindle version as well. This is a book that should not be read, but rather digested. I honestly did not expect to enjoy it nearly as much as I did. I sure as heck did not expect to read it all and then go back through it and extract notes for my personal cheat sheet of wisdom I compile. I simply expected to learn what the world considers employee engagement to be, because we just took an employee engagement survey, well sort of. It was more of a C-Suite and senior management feel good survey. When I started there 3 or 4 Best Places to Work banners surrounded the lobby. Now there are none. We are a closed door, top down, command and control environment. Anonymity was important if they want feedback from everyone, and honest feedback from those who participated. They really botched making it anonymous, so 25% of the company declined to participate. They handled it like they were a Microsoft with 94,000 employees, instead of the 800 we have. Answering the first 5 questions gave away exactly who you were. The C-Suite sent out a letter afterwards that said we had an 82% employee engagement rating, or 15% above the national average for our industry. To me the actual math is $82\% \text{ of } 75\% = 61.5\%$ so we are 5.5% below the industry average of 67%, not 15% above. We must also take into consideration that people filled it out knowing they could be identified so they gave the answers they thought the C-Suite wanted to hear. The book quotes a Deloitte report saying "Only 7 percent rate themselves as 'excellent' at measuring, improving, and driving engagement." and "Only 22 percent of organizations report that they have either a poor program for measuring and improving engagement, or no program at all." I feel we want to be in the 7 percent, but are actually in the 22 percent. As long as we pretend we are in the 7 percent, we won't change anything to get out of the 22 percent. Because I am really trying to figure out how to help the company I wanted to understand more about why they not only collected these numbers, but also market our excellent employee engagement. The first chapter of the book clearly defines employee engagement and company culture. Their definition was pretty much exactly what I thought it would be, which was good. They also included a ton of responses from prominent business leaders that were asked - What do engaged employees look like? At first I thought this book and others a talk about employee engagement missed some things. For instance they recognize that employees can be happy but not engaged, but I thought they had missed that employees can also be engaged, but spend most days doing more damage than good. I'm afraid I was wrong, and if they are spending their days spinning their wheels, then the company isn't communicating properly, training properly, or supplying the cultural needs to help them leave, retire, get trained, move to a different position, or whatever else may serve as a catalyst to help them make big changes. One thing the author's point out is there are now studies on how getting older doesn't diminish your ability to learn, so there are no longer any excuses to not be lifelong learners. While I agree with that, I am from the school of thought that does not believe everyone is equally teachable. Either they never learned how to learn, or they lose their ability to learn. I am not saying because of age. Usually I see learnability decline in people that are casualties of Peter's Principle, suffer from Dunning-Kruger effect, or just get to the point of where they have had enough and figure they have paid their dues. The author's do recommend we hire slow, but fire fast. I wish someone could do a better job of helping us deal with the pension generation a little better. I know they are going, and the Millennials and Gen-Z are the incoming crew, but there is a ton of advice on how to work with them, and very little on how to deal with the next 5-10 years of workers who are really struggling to fit in. You know, the ones who have been at a place for 25-35 years, but still can't retire. After the book does an awesome job of defining and showing us what employee engagement is, and then laying out what the current workplace looks like now, they introduce their Engagement Canvas. They modeled the Engagement Canvas after the popular Business Model Canvas proposed by Alex Osterwalder in 2008, which pioneered the way for organized, straightforward, comprehensive mapping of businesses. They covered the Engagement Canvas in detail and explained how to use it very well. As I finished reading the chapters detailing the Engagement Canvas I was thinking, the only thing I would have liked to see is 2 or 3 real world cases where it was actually used. Then bang, in chapter 30 the first thing they do is ask us to pause and go to their web site to join their community to share our stories and read about other's experiences. Regretfully the site is pretty much just a brochure for the book and a place to book the author's for speaking engagements. I thought their social links on the site might lead to more info, but there is not too much activity on them. Over all I found the material in this book to be awesome. Well worth the time it takes to read it. I spent a lot more time with it than I thought I would. 0 of 0 people found the following review helpful. Employee Engagement and Culture do affect your bottom line! By CustomerAs an HR professional working in the tech industry we have been talking about Employee Engagement for some time and how culture can affect your bottom line, but it has been difficult to easily prove. Mainly due to not having a good tool to

measure the ROI. Employee Engagement is not a buzzword especially now as companies like Emplify are building products to help HR professionals and C-level leaders really see what can happen when you not only pay attention, but have tools to measure the true impact. I was excited to read a book that focuses on how HR can be more of a strategic force and not the typical stereotype of an 'administrative' function. Santiago and Todd hit the nail on the head when talking about the future of HR and it is about data. Data is only powerful when you know how to properly utilize it and tell a story with it, I believe the HR function having the proper tools like the Engagement Canvas will help propel the profession into being viewed as progressive and never have companies question whether HR should have a seat at the table. Overall, an easy read with valuable examples from business and HR leaders across all industries, a book you can actually read and implement the ideas into your business. 2 of 2 people found the following review helpful. Practical and actionable By Chip Maxwell Great book filled with practical, actionable advice. Employee engagement has long been a nebulous term that is conflated with internal communications, culture-building, or just employee satisfaction. This book not only helps clarify that definition (it's all of those, and more) but offers a thoughtful and simple framework for helping measure and improve engagement in any company. Highly recommended.

Achieve unprecedented business value by fostering true employee engagement Many organizations fail to realize and harness the power of their most valuable asset—their employees. Though they can be developed into a true competitive advantage, engagement isn't attainable if the employee isn't invested in the company's overall success. Agile Engagement offers business leaders a concrete strategy for building, maintaining, and utilizing employee engagement to achieve the highest level of business success. The key? Employees must feel like they are a part of their company's culture instead of having it handed down to them. Stories of failed employee engagement initiatives abound, and they all have one thing in common: they begin from the premise of "initiative" rather than "employee." True engagement occurs when an employee's heart and mind are activated in a way that leads to their motivation and commitment to positively impact the company's goals and vision. This book shows you how to create an environment that stresses a culture of unity at all levels by showing you how to: Create a clear, compelling vision and corresponding engagement strategy through the Engagement Canvas Communicate your unique culture strategy throughout all levels of your company Foster grassroots, employee-led engagement initiatives Improve engagement continuously with the Emplify Score tool Agile Engagement provides a deeper look into real engagement, helping you foster a work environment that's rewarded with unsurpassed productivity, innovation, and competitive advantage, as well as employees who feel valued, respected, and heard.