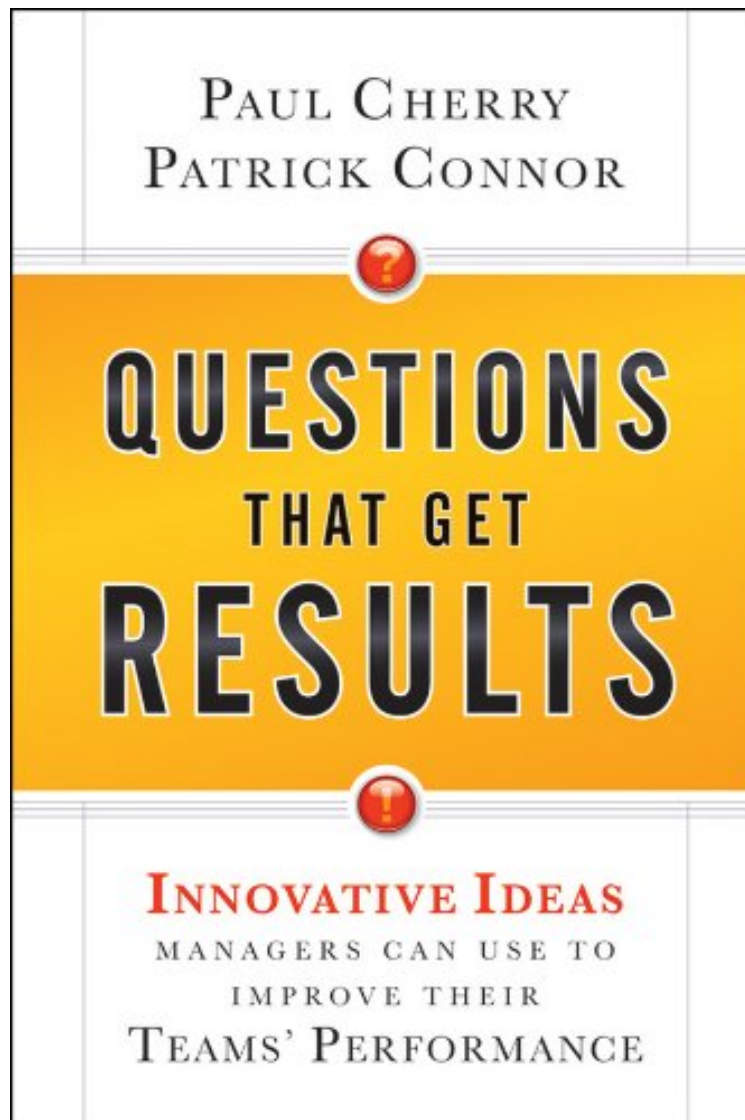


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Questions That Get Results: Innovative Ideas Managers Can Use to Improve Their Teams' Performance

Paul Cherry, Patrick Connor
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Paul Cherry, Patrick Connor : Questions That Get Results: Innovative Ideas Managers Can Use to Improve Their Teams' Performance before purchasing it in order to gauge whether or not it would be worth my time, and all praised Questions That Get Results: Innovative Ideas Managers Can Use to Improve Their Teams' Performance:

6 of 6 people found the following review helpful. WHAT A READ!By bookpackerOccasionally, we've asked appropriate questions to unclog a team stalemate, but this book fills our toolbox with hundreds of savvy questions,

discussion-engendering questions, and questions make the title of the book true. Even better is that these questions, set within the team context, can be adapted and applied to a vast array of contexts--business teams, educators and administrators, and religious leaders who want to develop greater team ownership and pride and effective results. The book pushes past the usual employee/supervisor protocol to practical, why-didn't-I-think-of-that wisdom. The book's use of the humble interrogatory approach perks up sagging interest, shifts the focus, and leads to more engaging team interaction. What a great book to manage not just a team, but to forge a winning team, or in the words of William Bennis, a "great team." Thanks, Cherry and Connor for a very useful tool that works everywhere and anywhere people gather to accomplish goals.

0 of 0 people found the following review helpful. This is as much about the art of listening as the skill of questioning... By Tom Sometimes a title can be a bit misleading and here is a great example. Don't get me wrong, this is in no way a criticism of the book... but really when I walked away and it was all absorbed I realised that the question is just the external manifestation of the leadership skill of listening, but really listening, and then looking to better understand. The book has as much to do with mentoring, creative thinking, inspirational leadership and thinking outside the square as it does with questioning. Perhaps the real gem from Paul Cherry is that the question needs to be appropriately matched to the information received. Removing the closed ended questions, finding the crack that seems to open up the root cause and knowing when the band aid has been plastered over the wound in the hope that it hides the sores of the issues. Ultimately this is a great guide to thinking, listening, probing and then thinking again. Akin to any growth cycle this book teaches leaders to take their time, listen to everything that is being communicated and then have a relentless drive for the truth. Highly recommended as a core foundation for all leaders in any business.

1 of 1 people found the following review helpful. Questions that help both people By Sheella Mieron QUESTIONS THAT GET RESULTS surprised me. I thought I was pretty good at asking questions and listening. After reading this book, I have a whole new view of the role of questions. The idea that questions are a great way to lead was one I had heard often, yet this book makes that concept real. The types of questions Paul Cherry and Patrick Connor describe--with examples and stories--build collaborative relationships, and both the questioner and the person questioned learn and benefit. The book is a great reminder to me that when I think I know what is going on for another person is when it is often most important to ask, and it gives me ways of doing that in a neutral fashion that bypasses my assumptions and actually gets results. I expect to read this book more than once.

Ask the right questions and get improved, sustained employee performance Since technology has made it easy to access, share, and distribute company data, many managers avoid live interaction, instead relying on emails, text messages, Web-based seminars to manage their employees. But although technology has changed, people have not. There is still a need for effective face-to-face communication; managers need to have the ability to ask the right questions and use the answers to find solutions. Questions That Get Results is an innovative, powerful resource that provides managers with the questions that lead to real answers for motivating employees, minimizing conflicting priorities, maximizing working relationships, building trust, holding the team accountable, coaching for greater performance, selling ideas, creating change, hiring the best candidates, and negotiating solutions to internal and external conflicts. Each chapter profiles a manager who is struggling to communicate, an otherwise successful leader who is simply missing an element in their managerial toolkit Following each profile are practical tools that will assist any manager faced with a similar situation Together the authors train approximately 30,000 professionals per year Increase your effectiveness and bring out the best in your employees by learning the Questions That Get Results.

From the Back Cover Ask the right questions and get improved employee performance! Are you tired of asking questions that seem to disempower rather than motivate your employees? Do you struggle to have effective face-to-face communication with your employees in this age of truncated and abbreviated messages? Would you like to ask the right questions to help you hire and retain the best talent? Questions That Get Results is a powerful resource that provides managers with the questions that lead to real answers for motivating employees, minimizing conflicting priorities, maximizing working relationships, building trust, holding the team accountable, coaching for greater performance, selling ideas, creating change, and negotiating solutions to internal and external conflicts. If you're a manager who would like to ask the right questions that will get you great results, this book is for you.

About the Author Paul Cherry is founder and Managing Partner at Performance Based Results, an executive sales and leadership development organization. He has worked with 1,200 clients to date and is a recognized authority on client/employee engagement strategies. He is the author of Questions That Sell: The Powerful Process for Discovering What Your Customer Really Wants. Patrick Connor is Managing Partner at Performance Based Results and has worked with more than 100,000 individuals in twelve countries. Patrick's expertise is in executive development and corporate sales training. His personal mission is to help people throughout the world live more profitable and productive lives.