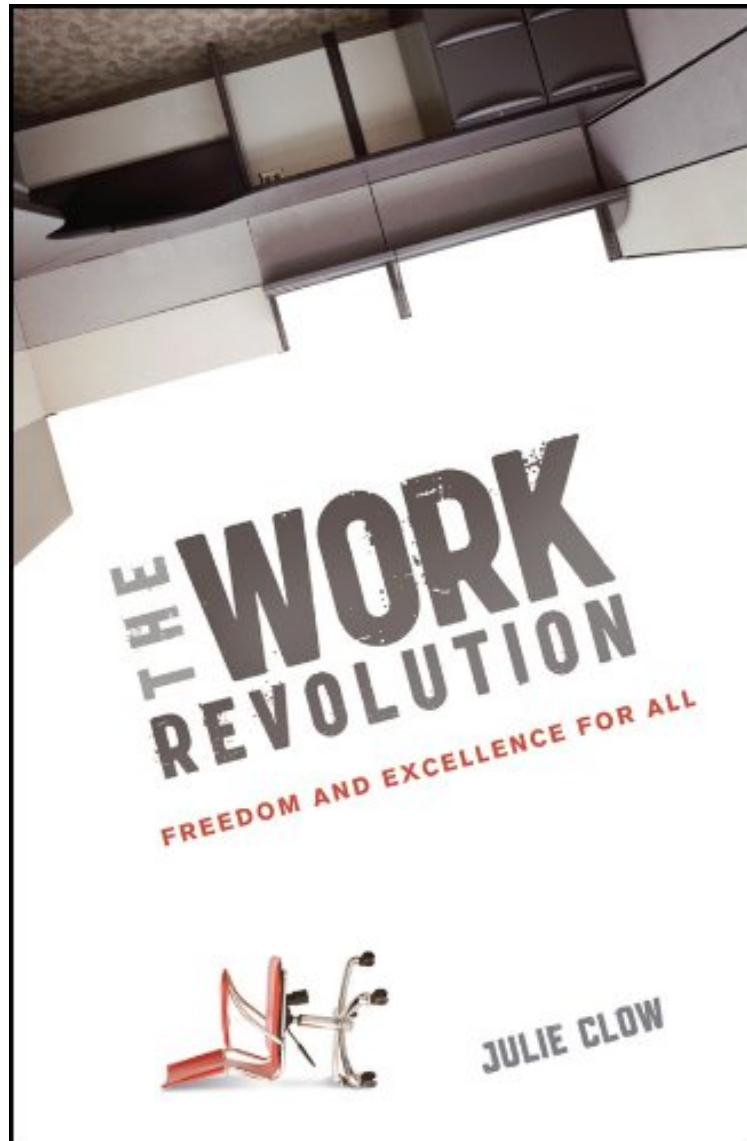


The Work Revolution: Freedom and Excellence for All

Julie Clow

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Julie Clow : The Work Revolution: Freedom and Excellence for All before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Work Revolution: Freedom and Excellence for All:

2 of 2 people found the following review helpful. Revolutionary New Work Vocabulary By Jenny Blake Not every company can be like Google, nor should they try to be. But what they CAN do is create a thriving, creative, insanely productive environment that honors their employees' gifts rather than treating them like children. Clow takes an incredibly sharp, funny, well-researched approach to revolutionizing the office environment. Clow is not afraid to tell it like it is: "Leadership classes are chockfull of information so fluffy it might as well be coming from horoscopes."

Rather than settle for mediocrity, even in a large organization that may be resistant to change, Clow suggests instead that, "Even if you can't knock down the inflexible pillars of organizational bureaucracy, you can stake tiny little tents of initiative and plant grassroots ideas throughout the organization." With a background in organizational development, a Ph.D. in Behavior Analysis, and extensive experience in Learning Development at Google, Clow articulates the following compelling new rules for the work place: 1. Impact, Not Activities 2. Energy, Not Schedules 3. Strengths, Not Job Slots 4. The Right Things, Not Everything 5. Grassroots, Not Top Down This book is a must-read for people at all levels of all organizations, and its language will surely provide a new way for us to talk about what really matters -- whether you run a company of 1, 100 or 100,000. 0 of 0 people found the following review helpful. Practical Action By Laurance Alvarado I had the unique experience of having read Ms. Clow's book and then watching her present her principles, anecdotes and -- more importantly -- her wisdom to a capacity-filled room of learning, training and development professionals. Don't take my word for it, but rather take-in the actions of those participating in what could have been an unenviable 12:30 pm time slot. Time slot be damned...the audience was rapt with attention; taking notes; vigorously participating in the small-group discussions and exercises; and creating the buzz of mini-revolutions. I had the opportunity to talk with several participants and ask them what they took away from the book and presentation. Out of the legions of books, presentations, methods, and perspectives, I honestly wanted to know. I certainly had my opinion. When I read the book, I thought to myself, "Finally! Something that's sensible." Well, I wasn't alone in my thoughts. To a person, "practical," "approachable," and "simple elegance" (dare I say "revolutionary"?) were the modifiers. But why? It's simple -- Julie has a knack for turning kernels of organizational theory into edible bites of delicious utility. And, indeed people were hungry for more. What's evident in her book and her presentations is that she has a passion for learning. What's refreshing is that her ideas are imminently doable. This isn't an arm-chair advice manual or some ethereal research project summarized between the bindings; but, a guide for thinking -- and acting -- differently, which is steeped in experience, knowledge, and a love for getting things done. 0 of 0 people found the following review helpful. Makes so much sense! By NYC-Angel Every word in this book makes so much sense. Not only does Julie propose her theories, she backs up every claim with factual evidence that prove her theories correct. This book is so well written. We MUST put it in the hands of all managers immediately!!! The world is in need of many revolutions, but the work revolution should be at the forefront. We spend more time with co-workers than with anyone else in our lives, why not make this a priority? We must. Happier days at work mean happier nights coming home to family and friends. I never thought of my most "productive" hours, but after reading Julie's book and reflection, I now know when I am most productive and make it a priority to accomplish my "big" tasks during that time. This book is terrific guidance for lawyers like me, for those who provide administrative support throughout an organization, and most importantly for the executives. Buy this book and put in in your bosses' hands asap!

Embrace connectivity, increase empowerment, and achieve better work-life blending We live in a new age of global companies, hyper-access to information, and accessibility to tools that enable us to bring any idea life. Strangely, our workplaces are lagging behind the promise of this open and collaborative world. Most organizations are rule-based, top-down, dreary environments optimized for conformity and little else. The Work Revolution creates a compelling portrait of a different kind of work. "I believe that freedom in the workplace is worth fighting for and that every person and every organization can be excellent." Julie Clow articulates the rules we follow today in our work force, the reasons they no longer work, and what we can do instead. The Work Revolution deconstructs the magic behind thriving, liberated organizations (such as Google) into clear principles that any individual, leader, and organization can adopt to create sustainable and engaging lives. Provides actionable changes anyone can make, regardless of where they work, to create a more sustainable work-life blend Details concrete ways to influence existing organizations to change Guides leaders to make tangible changes in their teams to enable greater autonomy and impact Outlines organizational culture principles that support and nurture high-performance and healthy environments, providing clear options for instituting cultural change based on specific organizational challenges Rejecting productivity Band-Aids and quick fixes, The Work Revolution conceptualizes a completely new workplace that embraces the always-connected reality to create organizations in which high achievers can sustainably thrive.

From the Inside Flap We live in a new age of global companies, hyper-access to information, and accessibility to tools that enable us to bring any idea to life. Strangely, our workplaces are lagging behind the promise of this open and collaborative world. Most organizations are rule-based, top-down, dreary environments optimized for conformity and little else. The Work Revolution creates a compelling portrait of a different kind of work. Julie Clow articulates the rules we follow today in our workforce, the reasons they no longer work, and what we can do instead. The Work Revolution deconstructs the magic behind thriving, liberated organizations (such as Google) into clear principles that any individual, leader, and organization can adopt to create sustainable and engaging lives. This book covers: How to completely rethink the way we work, everywhere How to religiously seek ways to make change easy Concrete tactics for influencing existing organizations to change Tangible changes leaders can make in their teams to enable greater

autonomy and impact Organizational culture principles that support and nurture high performance and healthy environments, providing clear options for instituting cultural change based on specific organizational challenges

Rejecting productivity Band-Aids and quick fixes, *The Work Revolution* conceptualizes a completely new workplace that embraces the always-connected reality to create organizations in which high achievers can sustainably thrive.

From the Back Cover PRAISE FOR THE WORK REVOLUTION

"Dr. Clow makes a good case for why we must revolutionize work. Some will resist it (and she shows why) but those who embrace it (and she shows how) will be the ones who win in a world where things are turning upside down. Her book provides an inside look at Google's culture as an example of a positively designed workplace that has created phenomenal business success. She draws on her work there to show that companies managed by old-school work systems cannot compete with those that understand the power of a grassroots culture where empowerment is bottom-up rather than top-down. I am convinced that she accurately describes the future state of the successful organization." —Aubrey Daniels, PhD, bestselling author of *OOPS!: 13 Management Practices That Waste Time and Money (and what to do instead)*

"Don't fight for work-life balance; fight for a work revolution! Julie Clow's new book, *The Work Revolution*, lays out the new rules for success. Packed with self-assessments, case studies, and expert contributions, this book shows all of us the new way to work — and live — for greater productivity and less stress. I've never had so much fun reading a book about work." —Kevin Kruse, coauthor of the New York Times bestseller *We: How to Increase Performance and Profits Through Full Engagement*

"Looking to massively change your workplace? Julie Clow wants to change all organizations and shows how the power to do so is in your hands. Do your part by following the practical strategies and examples in this book. Your current and future employees will be deeply engaged, results-driven, and happy — and so will you!" —TONY BINGHAM, President and CEO, American Society for Training Development

"We can do it! Julie tackles today's biggest challenge — remaking our organizations for the knowledge economy — with pragmatic optimism. Filled with ideas and examples, *The Work Revolution* is a book that will inspire individuals and guide corporations on the critical journey ahead." —TAMARA J. ERICKSON, author of *What's Next, Gen X?: Keeping Up, Moving Ahead, and Getting the Career You Want*

About the Author JULIE CLOW started her career at a training development company in Orlando, Florida, and quickly rose to become the Chief Learning Officer. She joined Google in 2006 and spent five years there leading team effectiveness, leadership, management, and organizational culture initiatives. She has worked on organizational improvement initiatives for a wide range of commercial, government, and even military organizations, such as the U.S. Navy and Marine Corps, Asia-Pacific Economic Cooperation, BellSouth, and SunTrust Bank. Julie also serves on the board of directors for the American Society for Training Development (ASTD) and is a frequent speaker at industry events. She holds a PhD in behavior analysis from Auburn University. She currently resides in New York.