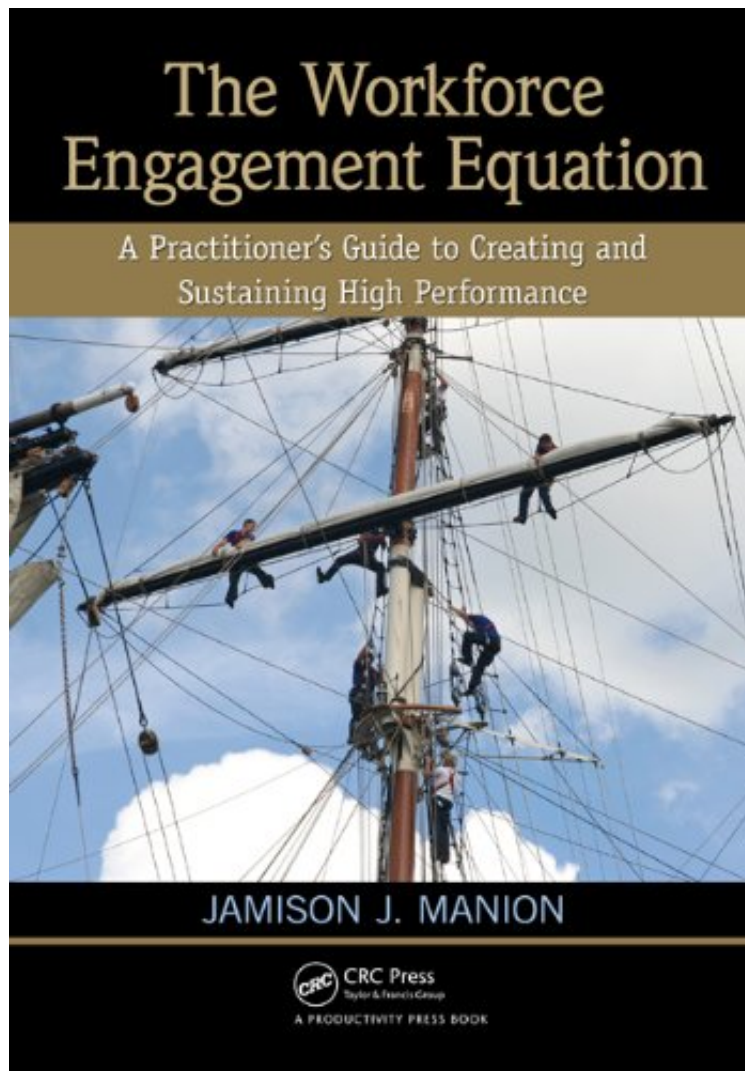


(Download ebook) The Workforce Engagement Equation: A Practitioner's Guide to Creating and Sustaining High Performance

The Workforce Engagement Equation: A Practitioner's Guide to Creating and Sustaining High Performance

Jamison J. Manion

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Jamison J. Manion : The Workforce Engagement Equation: A Practitioner's Guide to Creating and Sustaining High Performance before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Workforce Engagement Equation: A Practitioner's Guide to Creating and Sustaining High Performance:

1 of 1 people found the following review helpful. Daunting Read but Worth the Investment By Ronald W. McIntyre This is not a casual, or exciting read but rather a necessary one if you are interested in changing your company for the better. At 600+ pages it can seem daunting but trust me there are some very valuable nuggets

throughout the book, making it a revisited book. It deals with changing behaviors which will have a profound effect on employee engagement, customer retention, and profitable growth. Today, we seem to think changing culture is easy, well I'm here to tell you it is almost impossible but we can change behavior. Too often we look for a quick fix or silver bullet to solve these problems but time and time again it comes back to strategy, great execution and just simple hard work. Jamison does a great job highlighting the steps necessary while still allowing for our humanness, which is refreshing. I have found the tools of WEQ to be sound and tactical in approach. Most any leader can read the book, schedule the assessments, and change their organization dramatically, but outside mediation will make it much more effective and impact the organization faster. I will be using this in my practice to help leaders grow their businesses and I recommend others look at it also.

2 of 2 people found the following review helpful. tried and true instructions to make you a better leader and manager

By Terry Carrico This book is a must read ndash; a step-by-step guide of proven techniques in leading people, forming teams, organizations and a how to in sustaining ldquo;high performancerdquo; levels. This book supports a phrase I have lived by during both my military and civilian business careers hellip;rdquo; Lead, follow or get out of the way!rdquo; No matter issue or challenges you face as a leader, this book provides realistic, tried and true instructions to make you a better leader and manager. Leading teams to high and sustained performance levels is a processhellip;and the process is clearly explained and illustrated in this book. ldquo;The Workforce Engagement Equationrdquo; is now a permanent fixture on my desk at work, and when faced with a challenge, I refer to it for a proven course of action to address my challenge!

1 of 1 people found the following review helpful. An Essential Resource for Leaders

By Customer In an organization that values individuals and recognizes the team as the key to success, this book is an essential resource. There's no easy solution for behavioral change. It takes hard work and the commitment of leadership. This book- so filled with strategies, tools, templates, and sound advice- remains tabbed and within easy reach at my office.

The Workforce Engagement Equation is for the hands-on leaders engaged in the frontline of affecting changemdash;those who bear the scars of past failed initiatives yet continue to persevere. Describing the science behind the "Art of Managing" process improvement, it will help you bridge the gap between strategy and tactics and allow you to take concrete action to control ongoing operations sustainably. This step-by-step guide lays out the principles, tools, and techniques that have proven effective in leading and managing the "people side" of process improvement. The book demystifies the complexity of organizational change with easy-to-understand explanations, intuitive graphics, and real-world examples. Filled with helpful practical knowledge, such as the Seven Cardinal Sins of Change Leadership, it will help you assess exactly where your organization is along the change continuum and what actions will help propel your organization to higher levels of organizational effectiveness. Presents methods that can be applied in any organization and situation

Supplies guidance on how to build systems and implement performance metrics

Offers solutions to real-world problems

Integrates powerful concepts from multiple disciplines

Aiding your ability to select and apply effective management and leadership techniques that will work best in your situation, The Workforce Engagement Equation provides you with the tools to make a difference in the performance of your organization and the engagement of your workforce. To help you construct your own organizational vessel and navigate the murky waters of organizational change, the text includes a CD with each assessment, form, template, and example project plan contained in the book.

About the Author

Combining relentless drive for improvement with a real-world perspective, Jamison J. Manion brings a hands-on approach to leadership, management, and organizational design. Working on the front line of organizations in dozens of locations domestically and abroad Manion gained a unique background in operations, maintenance, and human resources that he fuses together into a holistic approach to organizational development. He has a proven track record leading organizational change and process improvement that he communicates with a rare blend of expertise and humor. Manion's methods have proven effective in diverse industries of all sizes and missions including both light and heavy manufacturing, energy and utilities, chemical, pharmaceutical, plastics, military and government agencies, consumer products, and nonprofit agencies. He explains complex technical concepts, human factors and motivation, and business solutions with contextual examples that transcend theory making them applicable in today's complex and rapidly changing organizations. His passion for helping organizations bolster job security through aligned systems and improved organizational performance shines throughout The Workforce Engagement Equation.