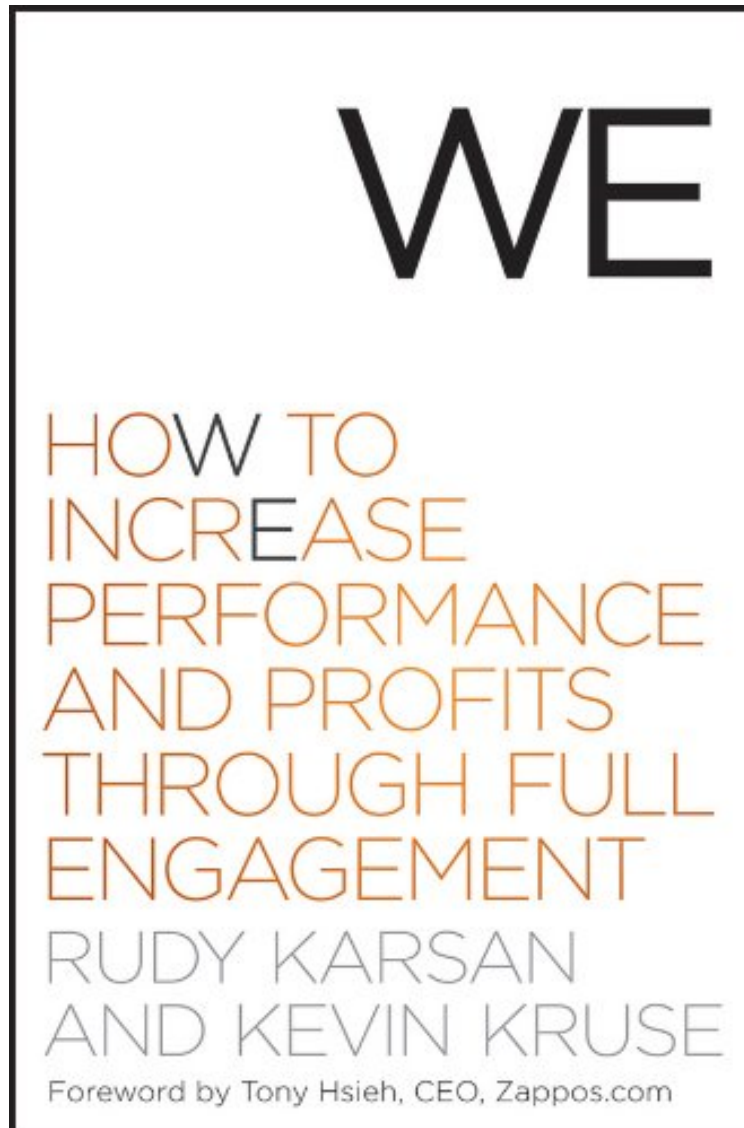


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We: How to Increase Performance and Profits through Full Engagement

Rudy Karsan, Kevin Kruse

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Rudy Karsan, Kevin Kruse : We: How to Increase Performance and Profits through Full Engagement before purchasing it in order to gauge whether or not it would be worth my time, and all praised We: How to Increase Performance and Profits through Full Engagement:

3 of 3 people found the following review helpful. Not another tome of inspiring workplace tales. Full of real data and tools. By AJ If you're looking for one of those business books where every chapter starts with some thought-provoking story about how some individual or company came to some profound revelation that forever changed their career

destiny or bottom line, you should probably find another book to read. While Karsan and Kruse do share more than a few useful anecdotes from their time as business leaders, they also pack this book full of worksheets, surveys, and tools that push the reader to actually apply what's being taught. Better yet, the stuff being taught didn't just fall out of their heads, it's supported with loads of data and research. Have a pencil handy while reading *We: How to Increase Performance and Profits through Full Engagement*, because you're going to want to take notes. 0 of 0 people found the following review helpful. A Great Read! By Matthew Kulp Kevin Rudy have done an amazing job of thoroughly analyzing global research from over 150 countries integrating it with scientific findings. The result is a refreshing look at employee engagement. While it may not be surprising that both the employee employer play a large role in engagement - *We: How to Increase Employee Engagement through Full Engagement* clearly outlines: 1) How to drive employee engagement 2) The benefits to the organization 3) The benefits to the individual In my opinion this is an absolute must read for any employer trying to engage point their employees towards a common goal or any employee looking to deliver value to their employer increase their overall happiness. The outcome is exciting - employee employer fulfillment profits for everyone to share! 2 of 2 people found the following review helpful. *WE - Dare to dream* By Zahir Ladhani A must read. I recommend every leader to read this book. Not to get ideas on how to increase engagement, but rather how to achieve their dreams. At first blush this book looks like a business engagement book. As you read it, it becomes a step by step guide to living life to the fullest. Karsan and Kruse walk the reader through each aspect of one's life, assess it and develop strategies to achieve ones dreams. Take the time, read it, do the exercises and share them with your spouse and children

Achieve a fully engaged workforce What if every single employee-every single one-worked in their dream job, utilized their best talents, worked with an inspirational leader and was fully engaged in their role? For companies, this scenario leads to breakthroughs in productivity, customer service, profitability, and shareholder value. For individuals, it means better health, stronger relationships with family and friends, and greater happiness. *We* sketches the landscape of today's changing job environment and gives managers and individual employees alike a road map to full engagement. Anchored with specific metrics, based on studies of 2 million people, includes engagement, retention, customer loyalty, and profitability Scientific research and academic insights are translated into actionable steps Authors have extensive experience in cutting-edge human resources solutions Achieve breakthrough results for yourself and your organization with the power of full engagement from *We*.

"Karsan and Kruse show the power of having engaged employees for business success and provide practical guidance for how to achieve it." ---Peter Cappelli, PhD. From the Author Karsan and Kruse offer compelling research and detailed advice that will enable leaders at all levels in an organization to step up the emotional commitment they need from their team members to materially improve performance." --Douglas Conant, CEO, Campbell Soup Company From the Inside Flap *We* live in a new world where work and life are blended as opposed to balanced, and feelings of financial security and entitlement are a thing of the past. Job satisfaction is at a record low, a crisis with far reaching impact. For businesses, a disengaged workforce means lower levels of productivity and service, and ultimately lower growth and profits. For individuals, our emotions at work spill over to the other areas of our lives and take a toll on our health and relationships. In *We*, Rudy Karsan and Kevin Kruse dig deep to reveal the nature of work in the modern organization and share the secrets for achieving full engagement at work, based on findings from over 10 million worker surveys in 150 countries, and also on their own experiences leading fast growth companies. They show the inevitable linkage between the success of the individual and the success of the organization, and how both must come together to succeed. For managers and all professionals, *We* details the leadership behaviors that generate emotional buy-in and commitment from team members. Karsan and Kruse highlight the three factors that drive one's level of engagement the most: Growth: Team members feel they are growing in their careers and learning new things. Recognition: Team members feel that their ideas and accomplishments are appreciated. Trust: Team members trust senior leadership and feel confident about the future. *We* is an indispensable guide packed with solid research, case studies from innovative companies, individual stories of personal growth and achievement, and actionable steps that will both enhance your own engagement at work and transform your approach to leadership.