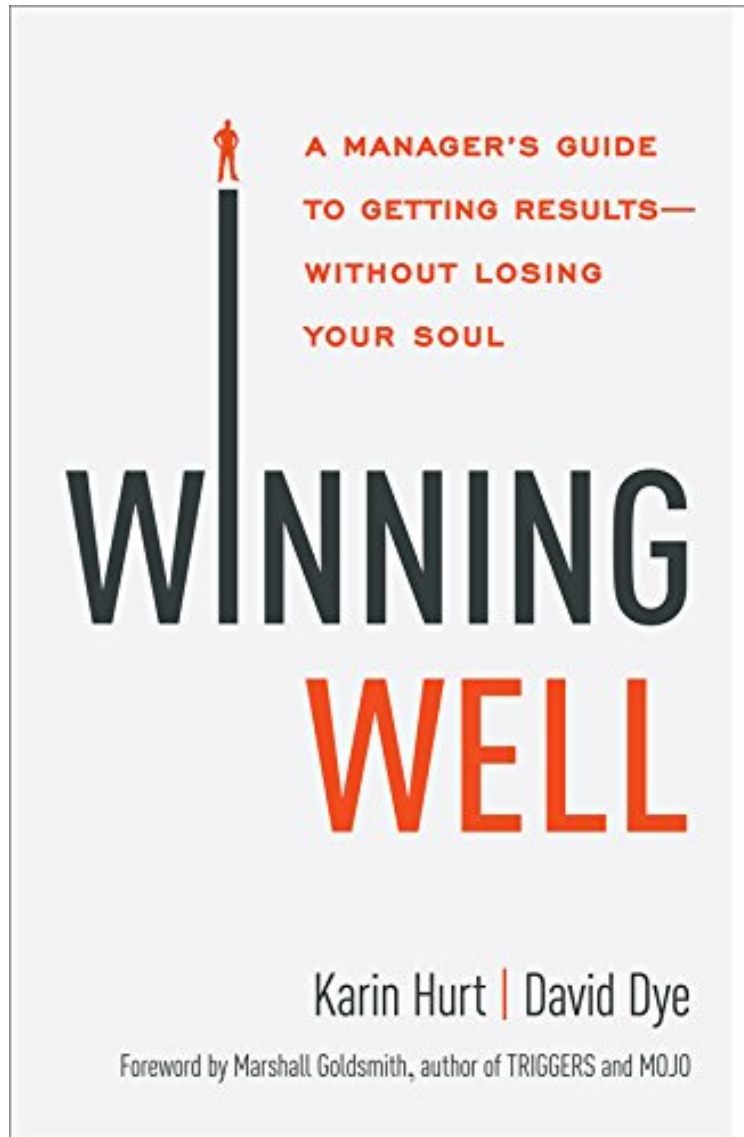


(Download pdf) Winning Well: A Manager's Guide to Getting Results---Without Losing Your Soul

Winning Well: A Manager's Guide to Getting Results---Without Losing Your Soul

Karin HURT, David DYE

**Download PDF | ePub | DOC | audiobook | ebooks*



DOWNLOAD



READ ONLINE

#358334 in eBooks 2016-04-15 2016-03-15 File Name: B01A2O4R0W | File size: 61.Mb

Karin HURT, David DYE : Winning Well: A Manager's Guide to Getting Results---Without Losing Your Soul before purchasing it in order to gauge whether or not it would be worth my time, and all praised Winning Well: A Manager's Guide to Getting Results---Without Losing Your Soul:

3 of 3 people found the following review helpful. Not just growth as a leader By Larry Kohlenstein Speaking of "Winning Well", Seth Godin said, "It will resonate with you because it is true". This too was my reaction. It does and it is. Some of the wisdom presented in this book, I gradually acquired over 40 years in management roles. Some I

never really figured out. How I wish I could have read this book early in my career. No matter where you are in your leadership development, I think "Winning Well" can help you grow. In the section on traits of effective encouragement, we are challenged to be specific. I was reminded of the outpouring of caring notes my wife received during the last year of her life. I was amazed at the number of specific stories people told of how Jean had done something to change their life. Jean died awash in confirmation of her life because people took the effort to be specific. Yes, "Winning Well" can help you grow as a leader; it can also help you grow as a person.

2 of 2 people found the following review helpful. Winning Well wins - great book for managers
By Scott A. Glaser
Winning Well is a fantastic book. This isn't one of those books you read, remember and put away; this is a book that I will be keeping on my desk as a how-to reference book. The ideas laid out in this book are broken into easy to use sections, so whenever I have a question about how to handle certain management situations, I've got a reference book to go to for specific, actionable things that I can do. The goal of the authors is to show a manager how to do their work and get results. Early in the book, they describe four different types of managers: user managers, gamer managers, pleaser managers, and winning well managers. My goal, naturally, was to see if my actions aligned with the "Winning Well" manager descriptions. Often, I would find some of my techniques aligning more with some of the other descriptions. The good news for me was that the authors didn't make me feel bad about the mistakes I have made; they've made the same mistakes themselves; and they offer positive encouragement on how to improve my work. They even have a section describing what was going on in my head as I mentally tore myself down for my bad techniques! With humor and clarity of thought they made me feel better about my chances for success going forward. The book is more than just a reading exercise; there are places to actually practice your new skills now or in the future, whenever you decide to take action to practice the new skills. I didn't do all of the activities myself; but like I said earlier, this book will be on my desk to be my reference whenever I need tips on how to run better meetings (my favorite section), motivate employees, support teammates, and improve my own thought process. There are great areas for reflection in this book as well. I recommend it not just for managers, but for people who are looking to become managers someday. This book will give you some ideas on how to approach your next leadership opportunity.

1 of 1 people found the following review helpful. A "must read" for managers, grounded in practical techniques and sound management science
By Mike Hannan
Excellent read, with lots of poignant stories that help you remember the many highly effective management techniques, most having strong backing in management science--that is, not just another "tips and tricks" book, but truly a comprehensive management handbook. Also great that each chapter has a "Winning Well Action Plan" that provides a summary checklist to operationalize the advice of that chapter--the authors also provide links to their website that offers the full checklist and other resources to make it easier to apply their eminently sound advice. In some cases, I felt the authors could have gone even further on techniques to jack up organizational performance. For example, the chapter on "Inspire Your Team to Double Productivity" was absolutely on target when encouraging managers to address the "why" that connects sometimes mundane work to the mission of the organization. This is so crucial, and reminiscent of Simon Sinek's "Start With Why" youtube video, but why stop at double productivity? Sure, many of us would be thrilled with double, but the real inspiration of the "why" is that there is no upper limit when people are truly motivated and excited about their work. In fact, there are so many excellent ideas and techniques in the book that I imagine the authors have achieved productivity jumps far in excess of "double" for lots of teams.

800CEORead Business Book Award in Management and Workplace Culture
You CAN love your job again. It can feel like a rigged game. Executives set aggressive goals, so managers drive their teams to burnout trying to deliver. Or, employees seek connection and support, so managers focus on relationships . . . and fail to make the numbers. The fallout is stress, frustration, and disengagement, and not just among team members--two-thirds of managers report being disengaged. To succeed, managers cannot choose between results and relationships. They need both: They must get people to achieve while creating an environment that makes them truly want to. Winning Well offers managers a quick, practical action plan--complete with examples, stories, and online assessments. They will learn how to: Stamp out the corrosive win-at-all-costs mentality Focus on the game, not just the score Reinforce behaviors that produce results Sustain energy and momentum Correct poor performance without drama Build productive relationships Be the leader people want to work for Today's hypercompetitive economy has created tense, overextended workplaces. Keep it productive, rewarding, and even fun with this one-stop success kit.

"You should read Winning Well if you want practical advice for the real problems of getting results without losing your soul a book club." --Three Star Leadership "superb job of demonstrating the organizational acceleration and positive culture that can result from good management habits merged with systematized key success behaviors...for managers at any level." --Associations Now "stocked with common sense solutions to a myriad of managerial challenges; advice is actionable, the narrative is friendly and instructive, and the structure is so use-able." --800CEORead From the Inside Flap As a manager, your life isn't easy. You want your employees to trust and respect you, and you want to do right by them and your

company, but the pressures from above to produce more with less year after year are likely pushing you to the edge. You could drive your people to win at all costs, of course. Or you could inspire them to want to achieve and, thus, win well. *Winning Well* is your lifeline for getting the results you need while keeping employees (and yourself) happy and motivated. Filled with humor, straight talk, and hard-won truths, the book gathers the best leadership ideas and reshapes them into quick, practical action plans. No matter how difficult the conditions, you'll find principles and practices to galvanize your team in positive, productive ways . . . even when sales are down . . . or deadlines are missed . . . or lackluster effort seems to be the best anyone ever gives. Dip in to tackle specific problems or start at the beginning and build a positive work environment from the ground up. You'll master the essential skills and behaviors of great managers, including how to:

- Reinforce behaviors that produce results
- Use data to drive (not drown) your team
- Sustain your team's energy and momentum
- Correct poor performance without drama
- Build trusting relationships
- Get more done in less time
- Cultivate a problem-solving culture
- Turn around dismal engagement levels
- Inject humor and play into the workplace
- Project confidence and humility
- Focus on the game, not just the score
- Be a leader people want to work for

When it feels like you can't please anyone, no matter how hard you try, *Winning Well* will help you turn the situation around. By setting clear expectations, taking responsibility for mistakes, telling the truth, and other simple acts, you can cultivate your people and the results will follow, including keeping you from burning out or selling out. Karin Hurt is a top leadership consultant and CEO of *Let's Grow Leaders*. A former Verizon Wireless executive, she was named to *Inc.* magazine's list of great leadership speakers. David Dye is a former non-profit executive, elected official, and president of *Trailblaze, Inc.*, a leadership training and consulting firm. From the Back Cover

Winning Well challenges the common win-at-all-costs mentality, offering specific tools and techniques for managers to achieve lasting results while remaining a decent person.

- Adam Grant, Wharton professor and *New York Times* bestselling author of *Give and Take* and *Originals*: In a world of short-term craziness, the common sense in this book is a breath of fresh air. It will resonate with you, because it's true.
- Seth Godin, author of *What to Do When It's Your Turn*: No gimmicky ideas here. *Winning Well* offers practical suggestions for creating the kind of lasting success as a manager you can be proud of.
- Mark Sanborn, author of *The Fred Factor* and *You Don't Need a Title to Be a Leader*: The best managers know that short-cuts often lead to short-term results. The authors offer up a better solution for getting results that last by helping people realize their potential to be amazing.
- Shep Hyken, *New York Times* bestselling author of *The Amazement Revolution*: While most business books only focus on financial management, Hurt and Dye keep the main thing, the main thing—namely, the importance of humanity in leading a company. This multiplies the joy and is not only the right thing to do, but also the right way to get bottom-line results.
- Hap Klopp, author of *Almost* and founder of *The North Face*: *Winning Well* brings together the most essential leadership principles and behaviors that might otherwise take years or careers to learn.
- Julie Winkle Giulioni, co-author of *Help Them Grow or Watch Them Go*: Having read over 1,200 business books, I'd choose *Winning Well* as the top leadership book for the 21st century. It is full of actionable insights, practices, and principles for your lasting leadership success.
- David Newman, author of *Do It! Marketing*