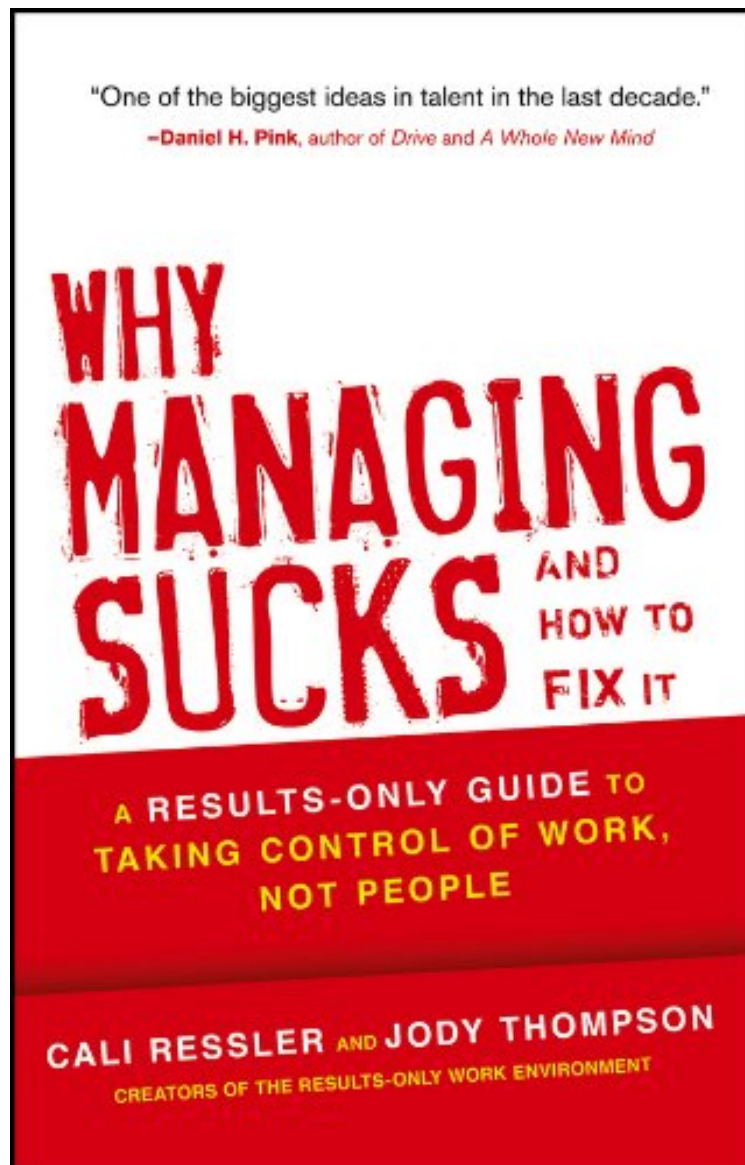


(Free) Why Managing Sucks and How to Fix It: A Results-Only Guide to Taking Control of Work, Not People

Why Managing Sucks and How to Fix It: A Results-Only Guide to Taking Control of Work, Not People

Jody Thompson, Cali Ressler

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Jody Thompson, Cali Ressler : **Why Managing Sucks and How to Fix It: A Results-Only Guide to Taking Control of Work, Not People** before purchasing it in order to gage whether or not it would be worth my time, and all praised Why Managing Sucks and How to Fix It: A Results-Only Guide to Taking Control of Work, Not People:

0 of 0 people found the following review helpful. Good but not for everyoneBy JimmyThe ideas are quite revolutionary and highlight many obsolete beliefs that most people and institutions have about work. It's clear that what matters are your results and not your attendance (however this depends on the kind of work you're doing). From a cross-cultural perspective this book's ideas are found to be utopian. I worked in a different country and had the chance to explain the ROWE. A lawyer who was in the room said: "sorry pal, in this country that would be illegal because when you hire someone you're not only paying for results you're also paying for attendance. In other words, everyday there are 8 hours that don't belong to you but to the company where you work and doing otherwise is subject to legal action". Then I learned that in many countries work is simply defined as the number of hours you do for an employer.

4 of 4 people found the following review helpful. Fixing management and a lot moreBy L M HarveyI know what you are thinking: this won't work in every workplace, or even this won't work in my workplace. Ressler and Thompson answer those thoughts with a resounding "yes it will". Even after reading "Why Managing Sucks, and How to Fix it," I still find myself thinking of ways that it might trip up, but with a bit more thought I realise that the model they propose has the simplicity and elegance of the best revolutionary ideas. There is no suggestion that the transition to making your workplace a Results Only Work Environment (ROWE) is easy. No culture shift, or management model shift is easy, and it should not be. The exciting thing for me as a manager is that the model, and the evidence, suggests that it is a change that is embraced by working people, and that is what drives its success, not the edict from the Top for change. And change embraced by working people is real social change. If you intend to read this, and every manager should, you should also read the "Work Sucks" book as well, as this provides a great deal more insight into how this will work for staff.

1 of 1 people found the following review helpful. Helped me a lotBy J. CastonI was new to management and wanted to find a style that was similar to what I was comfortable working with and this style fits the bill. The book was great and gave many examples of this management style in practice. It also challenged me to trust my employees to get their jobs done and not be tied to a desk.

Change the way you think about work (and life) by focusing on results—and only results. Why Managing Sucks and How to Fix It shows how the Results-Only Work Environment (ROWE) mindset can make you or your organization more entrepreneurial, more connected with the broader trends in your industry, and more willing to take smart risks. It explains how to set clear expectations and focus on the endpoint as opposed to managing the process that gets you there. With eyes set on getting rid of distractions, long meetings, and unnecessary updates, this book offers quick, everyday strategies to experience huge increases in productivity (without adding resources) and dramatic drops in turnover. Authors Ressler and Thompson began their work together at Best Buy where they are credited with revolutionizing the workplace. Reframes thinking away from counting on general availability (Where's Bob?) to creating clear expectations (Does Bob know exactly what's expected of him?) Explains how to reduce the number of meetings while increasing their quality Shows how to eliminate scheduled events in order to increase critical thinking and improve communication ROWE is a bold, cultural transformation that permeates the attitudes and operating style of an entire workplace, leveling the playing field and giving people complete autonomy—to manage their measurable results using adult common sense.

From the Inside FlapIs your talent energized, focused and ready to deliver the results necessary to drive your business? Or do they spend the day flinching at their bosses' attempts to micromanage the minutes of their day? If your organization sounds more like the latter, it's time to transform your workplace. Focusing only on results can differentiate your business from the competition. A Results-Only Work Environment (ROWE) positively impacts the bottom line while simultaneously improving the employee experience. Why Managing Sucks and How to Fix It shows how the transition to a ROWE can make you or your organization more entrepreneurial, more connected with the broader trends in your industry, and more willing to take smart risks. Companies that embrace a Results-Only Work Environment enjoy staggering increases in engagement. ROWE teams report an average increase of 35 percent in productivity by eliminating waste from systems and processes and a 90 percent decrease in voluntary turnover rates. This book explains how to set measurable, outcome-based expectations and focus on the endpoint as opposed to managing the process that gets you there. With eyes set on getting rid of distractions, pointless meetings, and unnecessary updates, this book offers easy-to-implement, everyday strategies to help you experience huge increases in productivity (without adding resources) and dramatic drops in turnover. You'll learn: Quick tips for restructuring customer service, technology, and work flow How to reframe thinking away from counting on general availability (Where's Bob?) to creating clear expectations (Does Bob know exactly what's expected of him?) How to reduce the number of meetings while increasing their quality How to effectively move into an unlimited vacation scenario, do away with the billable hours/time-based billing setup, and infuse new life into your health and wellness programs Smash tired assumptions about what work has to be. The transition to a ROWE creates a bold, cultural transformation that permeates the attitudes and operating style of your entire workplace, leveling the playing field and giving your workers complete autonomy to manage their measurable results—using adult common sense.

From the Back

Cover "One of the biggest ideas in talent in the last decade." —Daniel H. Pink, author of *Drive* and *A Whole New Mind* PRAISE FOR WHY MANAGING SUCKS . . . "The Results-Only Work Environment is one of the biggest ideas in talent in the last decade. Ressler and Thompson make a convincing case that ROWE is more than a nudge in the direction of more flexibility and autonomy—it's a radical shift in the way we think about work, responsibility, and success. So if you're thinking about taking the plunge—and you should be—this book will make you more enthusiastic about your choice and equip you with the tools you need to bring their revolutionary idea to life." —Daniel H. Pink, author of *Drive* and *A Whole New Mind* "The case for ROWE—signed, sealed, and delivered right here in this book. Case study after case study in every sector, industry, and job. No excuses. Leaders, wake up." —Amanda Hite, cofounder and chief change agent, BTC Revolutions "In the twenty-first century, management has to be reinvented, root and branch. In this provocative and essential book, Cali and Jody tell you how to get started." —Gary Hamel, author of *What Matters Now* "Ressler and Thompson deliver again—this time, with a pointed message to managers about what it really takes to inspire employees. This is a must-read book for all leaders to get a leg up on engaging, recognizing, and rewarding staff!" —Razor Suleman, founder and CEO of Achievers "An inspiring and practical blueprint for leaders who know in their gut that we need to completely remodel how we think about and manage work and want to know how. Every manager should get two copies—one for herself and one for her own boss!" —Kristin Maschka, author of *This Is Not How I Thought It Would Be: Remodeling Motherhood to Get the Lives We Want Today* "For managers who have wanted to do what's right instead of play by the old, tired rules, this book is for you." —Pamela Slim, author of *Escape from Cubicle Nation* "Let's change the workplace and our lives together starting now. This book shows you how." —Jessica Miller-Merrill, CEO of Xceptional HR and author of *Tweet This! Twitter for Business* About the Author CALI RESSLER and JODY THOMPSON are the cofounders of CultureRx and authors of *Why Work Sucks* and *How to Fix It*. CultureRx provides training services customized to the needs of their clients that successfully shift teams and entire organizations into a Results-Only Work Environment (ROWE). Cali and Jody began their work together at Best Buy, where they are credited with revolutionizing the workplace.