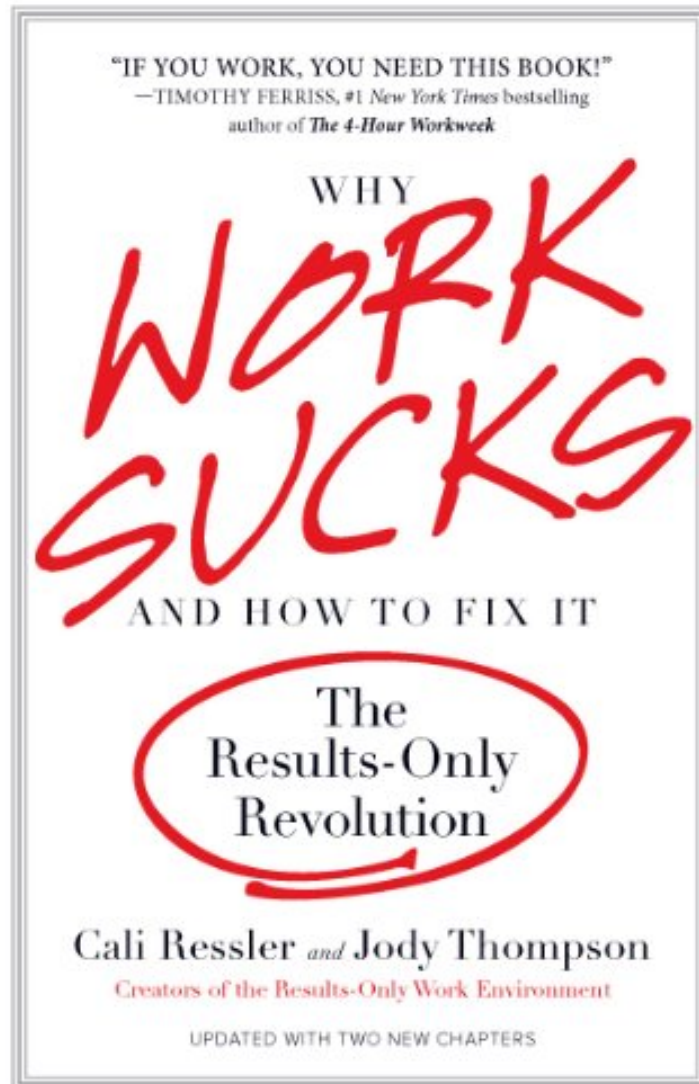


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# Why Work Sucks and How to Fix It: The Results-Only Revolution

*Cali Ressler, Jody Thompson*

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**Cali Ressler, Jody Thompson : Why Work Sucks and How to Fix It: The Results-Only Revolution** before purchasing it in order to gage whether or not it would be worth my time, and all praised Why Work Sucks and How to Fix It: The Results-Only Revolution:

1 of 1 people found the following review helpful. Will change how you manage, but feels padded. By Michal T. So... a lot in this book changed how I think about managing employees. I had some preconceptions about whether a results only environment could work with the plans I had for mixing developers with different skill levels. I came away understanding how I plan to organize my company as we begin to expand. If you don't know anything about ROWE, pick up this book and read it. So, why only 3 stars? The concepts covered in the book could be covered in a magazine

article. Most of the book felt like a rah-rah sales effort on why the results only paradigm is so amazing. I understand that some people will need a lot of pushing to get away from managing by seat warmth, but I bought the book; clearly I was already sympathetic. I ended up skimming most of it. 1 of 1 people found the following review helpful. quick read. repetitive. good topic  
By Tim Beevers  
One good point made: a ROWE may look substantially the same as it did before; but a host of conversations and anxieties around time management are eliminated. In my experience people who delivered stellar performance largely were exempt from external time management or detailed supervision. Could it be that, those who have difficulty asking for liberty in their current environment have few compelling results to report? Could it be that, those managers who have difficulty answering people who ask for liberty are themselves not stellar performers? The discussions stirred by this book are stimulating and worth the effort.  
0 of 0 people found the following review helpful. An eye opener to manage people  
By Buyan 47  
This book is an eye opener for managers who always manage people based on time. Instead of time, managing by results ensures outcomes and also frees up people who can manage their time for their own better good. I recommend this book for people who are frustrated with no results from their team, have great attrition and always lose great talent. It is a radical approach verified at best buy and will transform businesses.

Do you hate cramming all of your errands into the weekend? Do you resent having to beg permission to watch your kid's weekday soccer game? Are you tired of seeing people who aren't very good at their jobs get promoted because they arrive early and stay late? There's got to be a better way—and there is! Cali Ressler and Jody Thompson show that everyone benefits when we change the focus from hours to outcomes. It's just that our traditional definition of work—Monday through Friday, nine to five—doesn't make sense in the always-on global economy. So, Ressler and Thompson created the Results-Only Work Environment. In a ROWE, you control when, where, and how long you work. As long as you meet your objectives, the way you spend your time is entirely up to you. Suddenly, work isn't a place you go, it's a thing you do. In a ROWE, there are no mandatory meetings or fixed schedules. You stop doing any activity that wastes time, and no one criticizes you for "leaving early" or "coming in late." If you do your best work at midnight or on Sundays, go for it! ROWE sounds like a fantasy, but Ressler and Thompson have already made it a reality at Best Buy, a Fortune 100 company. They have proven that ROWE not only makes employees happier but also delivers better results. And now the authors are helping companies implement ROWE nationwide. Infused with passion and common sense, *Why Work Sucks and How to Fix It* will change the way you think about your job, your company, and your quality of life. Read it and join the revolution!

"If you work, you need this book! Cali and Jody share the secrets of the most radical workplace experiment the Fortune 500 have ever seen. Want 35% greater productivity while going to the movies on a Wednesday afternoon or taking Fridays off? Make the switch from hours to outcomes." -Timothy Ferriss, #1 New York Times bestselling author of *The 4-Hour Workweek*  
"ROWE is a chance for everyone to learn a better way to work. It encourages people to contribute rather than just show up and grind out their days." -Brad Anderson, CEO, Best Buy (from the Foreword)  
"Now, this changes everything. Buy this book. Act on what you read." -Cindy Froggatt, author of *Work Naked*  
"This is like TiVo for your work." -BusinessWeek  
"It is a fundamental shift away from 'face time' or 'chair time' to just one consideration: Did the employee get the job done?" -Minneapolis Star-Tribune  
"The freedom, employees say, is changing their lives. They don't know if they work fewer hours—they've stopped counting—but they are more productive." -Time  
"A remarkably persuasive and mind-bending book. Family-friendly, too." -Joan Blades, cofounder MomsRising.org and Moveon.org  
About the Author  
Cali Ressler and Jody Thompson are the founders of CultureRx, a company that promotes their belief that there is a better way to work. They met at best buy, where they first created the Results-Only Work Environment.