

Build An A Team Play To Their Strengths And Lead Them Up The Learning Curve

PRAISE FOR NEXT LEVEL SALES COACHING "Steve Johnson and Matthew Hawk have created the most comprehensive, actionable, step-by-step guide for successful sales management I've seen in 25 years as a corporate training and development professional. Creating sales teams that stay, sell, and succeed is a lesson in successful sales leadership that is packed with case studies, scripts, planning tools, and resources that will be invaluable resources to sales managers both new and experienced." —Corey Rewis, Learning & Development Executive, Fortune Top 100 Most Profitable Company, Fortune 100 Best Place to Work® Company "Management is dead. Ask any professional or salesperson if they want to be managed, and they'll tell you, 'I'm good.' Professionals want to grow and develop. They want someone to work with them on an individual basis to help them identify their gaps and build a plan to sharpen skills and close those gaps. That's what Steve Johnson is an expert at and what this book will help managers do at a high level. Managers can use this book to evolve their skills and migrate from being managers to becoming coaches. The 'coaching gap' is the biggest opportunity for businesses today. If managers have not yet developed coaching skills, this book will have an enormous return for those that buy it, read it, and put it to use. Our team can attest to this from firsthand experience." —David Patchen, Senior Vice President, Education and Practice Management, Raymond James Private Client Group "I loved this book as it covered all the sales processes and coaching strategies that helped us drive strong, double-digit growth over the last ten years. A must-read for sales leaders!" —Tom Chelew, Senior Vice President, Enterprise Fleet Management, Enterprise Rent-A-Car "Having implemented the sales coaching techniques described in Next Level Sales Coaching over the last decade and a half at several different companies, I've consistently seen immediate and sustained improvement on key performance metrics in both customer satisfaction and overall conversions. The 'secret sauce' is in the defined coaching processes." —Michael Hatt, Principle Program Manager, Go Learning Development Team, Amazon "Next Level Sales Coaching provides comprehensive guidance for developing and executing core sales management activities that drive predictable and profitable sales. This is a must-read and an excellent reference for those who lead—or aspire to lead—sales teams." —Dario F. Priolo, Former Executive Vice President, Miller Heiman Group

Performance coach Alan Stein Jr. shares the secret principles used by world-class performers that will help you improve your productivity and achieve higher levels of success. High achievers are at the top of their game because of the discipline they have during the unseen hours. They have made a commitment to establish, tweak, and repeat positive habits in everything they do. RAISE YOUR GAME examines the top leaders in sports and business and proves that success is a result of the little things we do all the time. The basic principles provided in RAISE YOUR GAME are simple, but not easy. We live in an instantly downloadable world that encourages us to skip steps. We are taught to chase what's hot, flashy and sexy and ignore what's basic. But the basics work. They always have and they always will. RAISE YOUR GAME will inspire and empower you to commit to the fundamentals, create a winning mindset, and progress into new levels of success.

The New York Times bestselling authors of The Carrot Principle and All In deliver a breakthrough, groundbreaking guide for building today's most collaborative teams—so any organization can operate at peak performance. A massive shift is taking place in the business world. In today's average company, up to eighty percent of employees' days are now spent working in teams. And yet the teams most people find themselves in are nowhere near as effective as they could be. They're often divided by tensions, if not outright dissension, and dysfunctional teams drain employees' energy, enthusiasm, and creativity. Now Adrian Gostick and Chester Elton share the proven ways managers can build cohesive, productive teams, despite the distractions and challenges every business is facing. In The Best Team Wins, Gostick and Elton studied more than 850,000 employee engagement surveys to develop their "Five Disciplines of Team Leaders," explaining how to recognize and motivate different generations to enhance individual engagement; ways to promote healthy discord and spark innovation; and techniques to unify customer focus and build bridges across functions, cultures, and distance. They've shared these disciplines with their corporate clients and have now distilled their breakthrough findings into a succinct, engaging guide for business leaders everywhere. Gostick and Elton offer practical ways to address the real challenges today's managers are facing, such as the rise of the Millennials, the increasing speed of change, the growing number of global and virtual teams, and the friction created by working cross-functionally. This is a must-read for anyone looking to maximize performance at work, from two of the most successful corporate consultants of their generation, whom The New York Times called "creative and refreshing."

An innovative guide to living gamefully, based on the program that has already helped nearly half a million people achieve remarkable personal growth In 2009, internationally renowned game designer Jane McGonigal suffered a severe concussion. Unable to think clearly or work or even get out of bed, she became anxious and depressed, even suicidal. But rather than let herself sink further, she decided to get better by doing what she does best: she turned her recovery process into a resilience-building game. What started as a simple motivational exercise quickly became a set of rules for "post-traumatic growth" that she shared on her blog. These rules led to a digital game and a major research study with the National Institutes of Health. Today nearly half a million people have played SuperBetter to get stronger, happier, and healthier. But the life-changing ideas behind SuperBetter are much bigger than just one game. In this book, McGonigal reveals a decade's worth of scientific research into the ways all games—including videogames, sports, and puzzles—change how we respond to stress, challenge, and pain. She explains how we can cultivate new powers of recovery and resilience in everyday life simply by adopting a more "gameful" mind-set. Being gameful means bringing the same psychological strengths we naturally display when we play games—such as optimism, creativity, courage, and determination—to real-world goals. Drawing on hundreds of studies, McGonigal shows that getting superbetter is as simple as tapping into the three core psychological strengths that games help you build: • Your ability to control your attention, and therefore your thoughts and feelings • Your power to turn anyone into a potential ally, and to strengthen your existing relationships • Your natural capacity to motivate yourself and super-charge your heroic qualities, like willpower, compassion, and determination SuperBetter contains nearly 100 playful challenges anyone can undertake in order to build these gameful strengths. It includes stories and data from people who have used the SuperBetter method to get stronger in the face of illness, injury, and other major setbacks, as well as to achieve goals like losing weight, running a marathon, and finding a new job. As inspiring as it is down to earth, and grounded in rigorous research, SuperBetter is a proven game plan for a better life. You'll never say that something is "just a game" again.

The tools you need to maximize success in any negotiation, at any level With Negotiate Without Fear: Strategies and Tools to Maximize Your Outcomes, master negotiator, Kellogg professor, and accomplished CEO Victoria Medvec delivers an authoritative and practical resource for eliminating the fear that impedes success in negotiation. In this book, readers will discover unique and proprietary negotiation strategies honed over decades advising Fortune 500 clients on high-stakes, complex negotiations. Negotiate Without Fear provides readers at all levels of negotiation skill the ability to increase their negotiating confidence and maximize their negotiation success. You'll learn how to: Put the right issues on the table by defining your objectives for the negotiation Analyze the issues being negotiated with an Issue Matrix to ensure you have the right issues to secure what you want Establish ambitious goals using a proprietary tool to identify the weaknesses in the other side's best outside alternative (BATNA) Leverage a unique architecture for creating and delivering Multiple Equivalent Simultaneous Offers (MESOs) Negotiate Without Fear belongs on the bookshelves of executives and all the dealmakers who work for them. Additionally, specific advice is provided in every chapter for individuals who are negotiating for themselves and in the everyday world. This book is an invaluable guide for

anyone who hopes to sharpen their negotiating skills and achieve success in any arena.

Golding's iconic 1954 novel, now with a new foreword by Lois Lowry, remains one of the greatest books ever written for young adults and an unforgettable classic for readers of any age. This edition includes a new Suggestions for Further Reading by Jennifer Buehler. At the dawn of the next world war, a plane crashes on an uncharted island, stranding a group of schoolboys. At first, with no adult supervision, their freedom is something to celebrate. This far from civilization they can do anything they want. Anything. But as order collapses, as strange howls echo in the night, as terror begins its reign, the hope of adventure seems as far removed from reality as the hope of being rescued.

NFL head coach Mike Smith lead one of the most remarkable turnarounds in NFL history. In the season prior to his arrival in 2008, the Atlanta Falcons had a 4–12 record and the franchise had never before achieved back-to-back winning seasons. Under Smith's leadership, the Falcons earned an 11–5 record in his first season and would go on to become perennial playoff and Super Bowl contenders earning Smith AP Coach of year in 2008 and voted Coach of Year by his peers in 2008, 2010 and 2012. You Win in the Locker Room First draws on the extraordinary experiences of Coach Mike Smith and Jon Gordon—consultant to numerous college and professional teams—to explore the seven powerful principles that any business, school, organization, or sports team can adopt to revitalize their organization. Step by step, the authors outline a strategy for building a thriving organization and provide a practical framework that give leaders the tools they need to create a great culture, lead with the right mindset, create strong relationships, improve teamwork, execute at a higher level, and avoid the pitfalls that sabotage far too many leaders and organizations. In addition to sharing what went right with the Falcons, Smith also transparently shares what went wrong his last two seasons and provides invaluable lessons leaders can take away from his victories, success, failures and mistakes. Whether it's an executive leadership team of a Fortune 500 company, a sports team, an emergency room team, military team, or a school team successful leaders coach their team and develop, mentor, encourage, and guide them. This not only improves the team, it improves the leaders and their relationships, connections, and organization. You Win in the Locker Room First offers a rare behind-the-scenes look at one of the most pressure packed leadership jobs on the planet and what leaders can learn from these experiences in order to build their own winning team.

Harness the power of Martin Rooney's acclaimed "Culture Coach" philosophy to build the culture of your dreams Building a great team culture doesn't happen overnight. Culture is hard to create, and even harder to change. Great culture is a key component for success at home, on the sports field, and at the workplace. In a time when people seem to be more divided than ever, leaders who can build strong and lasting cultures are essential. No one knows this better than internationally-renowned coach, in-demand speaker, and bestselling author Martin Rooney—dedicating his life to coach elite athletes, Fortune 500 executives, military leaders, and every kind of team imaginable to their highest level of performance. In High Ten: An Inspiring Story About Building Great Team Culture, Martin draws from his extensive experience developing top-level teams around the world to help leaders of all kinds foster and sustain winning cultures. This engaging, easy-to-read parable shows you that every business, sports team, and family has a culture. Whether you deliberately created it or not, it's always there and it didn't come with a manual. That's where High Ten comes in. This must-have book is your personal leadership manual. Stop spending your day unhappy or complaining about a dream that hasn't come true. High Ten will help you: Create an environment where your people work towards common goals with friends they trust—have fun doing it Develop clarity about the culture you want and put the processes in place to make it happen Ensure your culture reflects core values and aligns with your organization's mission and vision Transform your culture into the "immune system" for your team or business Learn about the "3 Cornerstones of Culture" and eliminate the "5 Culture Killers" High Ten: An Inspiring Story About Building Great Team Culture is an invaluable resource for all coaches and leaders striving to achieve the highest level of culture—one where everyone feels like a valuable part of the team and consistently produces exceptional results.

From the co-author of the New York Times bestseller Team of Teams, a practical guide for leaders looking to make their organizations more interconnected and unified in the midst of sudden change. Too often, companies end up with teams stuck in their own silos, pursuing goals and metrics in isolation. Their traditional autocratic structures create stability, scalability, and predictability -- but in a world that demands rapid adaptation to a new reality, this traditional model simply doesn't work. In Team of Teams, retired four-star General Stanley McChrystal and former Navy SEAL Chris Fussell made the case for a new organizational model combining the agility, adaptability, and cohesion of a small team with the power and resources of a giant organization. Now, in One Mission, Fussell channels all his experiences, both military and corporate, into powerful strategies for unifying isolated and distrustful teams. This practical guide will help leaders in any field implement the Team of Teams approach to tear down their silos improve collaboration, and avoid turf wars. By committing to one higher mission, organizations develop an overall capability that far exceeds the sum of their parts. From Silicon Valley software giant Intuit to a government agency on the plains of Oklahoma, organizations have used Fussell's methods to unite their people around a single compelling vision, resulting in superior performance. One Mission will help you follow their example to a more agile and resilient future.

Why do good teams fail? Very often, argue Deborah Ancona and Henrik Bresman, it is because they are looking inward instead of outward. Based on years of research examining teams across many industries, Ancona and Bresman show that traditional team models are falling short, and that what's needed--and what works--is a new brand of team that emphasizes external outreach to stakeholders, extensive ties, expandable tiers, and flexible membership. The authors highlight that X-teams not only are able to adapt in ways that traditional teams aren't, but that they actually improve an organization's ability to produce creative ideas and execute them—increasing the entrepreneurial and innovative capacity within the firm. What's more, the new environment demands what the authors call “distributed leadership,” and the book highlights how X-teams powerfully embody this idea.

In the spring of 2010, Harvard Business School's graduating class asked HBS professor Clay Christensen to address them—but not on how to apply his principles and thinking to their post-HBS careers. The students wanted to know how to apply his wisdom to their personal lives. He shared with them a set of guidelines that have helped him find meaning in his own life, which led to this now-classic article. Although Christensen's thinking is rooted in his deep religious faith, these are strategies anyone can use. Since 1922, Harvard Business Review has been a leading source of breakthrough ideas in management practice. The Harvard Business Review Classics series now offers you the opportunity to make these seminal pieces a part of your permanent management library. Each highly readable volume contains a groundbreaking idea that continues to shape best practices and inspire countless managers around the world.

You can launch a new app or website in days by piecing together frameworks and hosting on AWS. Implementation is no longer the problem. But that speed to market just makes it tougher to confirm that your team is actually building the right product. Ideal for agile teams and lean organizations, this guide includes 11 practical tools to help you collaborate on strategy, user research, and UX. Hundreds of real-world tips help you facilitate productive meetings and create good collaboration habits. Designers, developers, and product owners will learn how to build better products much faster than before. Topics include: Foundations for collaboration and facilitation: Learn how to work better together with your team, stakeholders, and clients Project strategy: Help teams align with shared goals and vision User research and personas: Identify and understand your users and share that vision with the broader organization Journey maps: Build better touchpoints that improve conversion and retention Interfaces and prototypes: Rightsize sketches and wireframes so you can test and iterate quickly

Two leadership consultants identify three keys to being a more effective leader: knowing your strengths and investing in others' strengths, getting people with the right strengths on your team, and understanding and meeting the four basic needs of those who look to you for leadership.

Scaling a business is not for the faint of heart. It's a mind-bending journey that causes millions of business owners around the globe to either throw in the towel—or avoid risk entirely and suffer from smallness and mediocrity. Most of these businesses fail because they are ill prepared to face the real challenges involved in scaling. Either they don't have the bandwidth to keep up with the sales demand or production, miss out on major opportunities due to fear, or keep making the same mistakes over and over because systems and processes aren't in sync with the rate of growth. To truly scale, you must upsize your strategic practices, implement new marketing strategies, find new ways to build your team, and expand your mindset to break through whatever is keeping you stuck at the same level. Then you must be willing to take the leap into the giant unknown – to make your impossible possible. In *Scale or Fail*, author Allison Maslan—who has successfully scaled ten companies from scratch and has guided thousands of small businesses to do the same—shares her revolutionary SCALEit Method® for successfully growing, replicating, and expanding your business. She also shares pivotal mindset strategies she's used to break the fear barrier as a trapeze artist so you can move past any obstacle, take strategic Big Picture risks, and fulfill your dreams of business expansion and skyrocketing profit. Featuring a wealth of real-life success stories, visual tools, and exercises that are prescriptive and inspirational, *Scale or Fail* offers proven scaling strategies and a proactive approach to: Create your Big Picture Vision and build a plan to achieve it Produce an ever-flowing stream of cash flow with consistent profits Establish a powerhouse team that functions well without you Become a true leader and feel like you deserve your success Improve systems and processes that facilitate scaling Get past the mental and strategic pitfalls that cause revenue bottlenecks *Scale or Fail* is adaptable to any type of business—manufacturing, consumer goods, a brick and mortar, a digital service, a wholesaler, a consulting service, and everything in between. Whether you're six figures and scaling to seven. . . or in the seven figures and scaling to eight or even nine, *Scale or Fail* provides the roadmap to multiply your business growth—and empower you to soar in the air with the greatest of ease.

From three design partners at Google Ventures, a unique five-day process--called the sprint--for solving tough problems using design, prototyping, and testing ideas with customers.

Running a business should be exciting and rewarding, not a burden. Unfortunately, many entrepreneurs fall into the daily grind of stamping out fires and doing everything themselves because they've unknowingly become their own best employee and the bottleneck of their business. Do questions, decisions and problems always funnel their way back to you? Has your business become a revolving door for employees or the permanent residence for underperformers? Are you tired of burning the candle at both ends and not living life on your terms? Jeff Hilderman believes that you can't do epic things with an average team, and you certainly can't do everything yourself. But with the right people who understand your vision, share your passion and can run your business for you, anything is possible! *Clone Yourself* is a conversational, step-by-step guide to building your dream team and automating your business. You Will Discover: How to boost your productivity and win back the day The proven path to transforming your organizational culture How to become an effective leader and empower your team The secret formula to cloning yourself The financial and personal rewards of putting your business on auto-pilot Just imagine what you could do with another you...or two! *Clone Yourself* is the missing manual every entrepreneur needs to attract, develop and lead their dream team. The time has come to step into your new role as Chief Visionary Officer and finally do the epic things you were meant to do.

Lead each person on your team up the learning curve. What's the secret to having an engaged and productive team? It's having a plan for developing all employees--no matter where they are on their personal learning curves. Better morale and higher performance happen through learning, argues Whitney Johnson. In over twenty years of coaching, investing, and consulting, Johnson has seen that employees need continuous learning and fresh challenges to stay motivated. The best bosses know this, and they know how to make it happen by thoughtfully designing people's jobs around the skills they have today as well as the skills they'll need to be even more valuable tomorrow. That's how entire organizations stay competitive in an unpredictable, rapidly changing business environment. In this book, Johnson explains how to become one of those bosses and how to build your A-team by: Identifying what your employees already know and what they need to learn Designing their jobs to maximize engagement and learning Applying a seven-step process for leading each person up their learning curve We all want opportunities to learn, experiment, and grow in our jobs. When our bosses work with us to help us leap to new challenges, the result is a team that knows how to thrive, no matter what the future holds.

Leadership legend and bestselling author Ken Blanchard and trust expert and thought leader Randy Conley present this carefully curated collection of fifty-two essential leadership principles that are easy to implement and practice. Effective leadership is an influence process where leaders implement everyday, commonsense approaches that help people and organizations thrive. Yet somehow, many of these fundamental principles are still missing from most workplaces. In *Simple Truths of Leadership*, legendary servant leadership expert Ken Blanchard, whose books have sold millions of copies worldwide, and his colleague Randy Conley, known and recognized for his many years of thought leadership and expertise in the field of trust, share fifty-two Simple Truths about leadership that will help leaders everywhere make commonsense leadership common practice. Readers will discover profound, memorable, and in some cases counterintuitive leadership wisdom such as • Who should make the first move to extend trust • What role a successful apology plays in building trust • When to use different strokes (leadership styles) for different folks—and for the same folks • Where the most important part of leadership happens • How to create autonomy through boundaries • Why the key to developing people is catching them doing something right A fun, easy read that will make a positive difference in leadership and organizational success, *Simple Truths of Leadership* will show readers how to incorporate simple but essential practices into their leadership style, build trust through servant leadership, and enhance their own lives and the lives of everyone around them.

Take advantage of a powerful visual management tool for teams as you work together and deliver great results. It's been used by thousands of teams for project success! 59% of U.S. workers say that communication is their team's biggest obstacle to success, followed by accountability at 29% (Atlassian). *High-Impact Tools for Teams* explains a simple, powerful tool that helps team leaders and members align and get clarity on exactly who is responsible for each part of the team's most important activities and projects. The tool is complemented by 4 trust add-ons that help teams build trust and increase psychological safety, so every member can be confident in sharing ideas or concerns about obstacles the team may face. It's a proven tool for project teams, based on years of research, and thousands of teams are already using the Team Alignment Map to run effective "get-to-action meetings", give projects a good start and de-silo organizations. Co-author Alex Osterwalder is the international best-selling author who co-created the Business Model Canvas, a strategic management tool used by 1 million+ industry leaders globally. Plan as a team and know who does what Uncover and proactively remove the most likely obstacles to any project Boost team member contributions Run more effective team meetings Get more successful projects With the guidance of *High-Impact Tools for Teams*, you can be better prepared as a team leader or team member to plan effectively, reduce risks, and collaborate with others. Your team will be accountable and ready to deliver results!

Radical Candor is the sweet spot between managers who are obnoxiously aggressive on the one side and ruinously empathetic on the other. It is about providing guidance, which involves a mix of praise as well as criticism, delivered to produce better results and help employees develop their skills and boundaries of success. Great bosses have a strong relationship with their employees, and Kim Scott Malone has identified three simple principles for building better relationships with your employees: make it personal, get stuff done, and understand why it matters. *Radical Candor* offers a guide to those bewildered

or exhausted by management, written for bosses and those who manage bosses. Drawing on years of first-hand experience, and distilled clearly to give actionable lessons to the reader, *Radical Candor* shows how to be successful while retaining your integrity and humanity. *Radical Candor* is the perfect handbook for those who are looking to find meaning in their job and create an environment where people both love their work, their colleagues and are motivated to strive to ever greater success.

Great things don't happen in a vacuum. But creating an environment for creative thinking and innovation can be a daunting challenge. How can you make it happen at your company? The answer may surprise you: gamestorming. This book includes more than 80 games to help you break down barriers, communicate better, and generate new ideas, insights, and strategies. The authors have identified tools and techniques from some of the world's most innovative professionals, whose teams collaborate and make great things happen. This book is the result: a unique collection of games that encourage engagement and creativity while bringing more structure and clarity to the workplace. Find out why -- and how -- with *Gamestorming*. Overcome conflict and increase engagement with team-oriented games Improve collaboration and communication in cross-disciplinary teams with visual-thinking techniques Improve understanding by role-playing customer and user experiences Generate better ideas and more of them, faster than ever before Shorten meetings and make them more productive Simulate and explore complex systems, interactions, and dynamics Identify a problem's root cause, and find the paths that point toward a solution

In 2004, Android was two people who wanted to build camera software. But they couldn't get investors interested. Today, Android is a large team at Google, shipping an operating system (including camera software) to over three billion devices worldwide. This is the inside story, told by the people who made it happen. "What are the essential ingredients that lead a small team to build software at the sheer scale and impact of Android? We may never fully know, but this first person account is probably the closest set of clues we have." –Dave Burke, VP of Android Engineering "Androids captures a strong picture of what the early development of Android, as well as the Android team, was like." –Dianne Hackborn, Android Framework Engineer "Androids is the engaging tale of a motley group of coders with a passion to make insanely great products who banged out the operating system when that idea seemed nuts. True to his geek genes, Chet Haase tells this remarkable tale of technical and business success from the trenches, an inspiring, massive collective effort of dozens of programmers who flipped their seemingly late timing to their advantage, and presaged a generation of platform builders. Read *Androids* to discover what it takes to create a hot tech team that shipped a product running today on more than 3 billion devices." –Jonathan Littman, co-author of *The Entrepreneurs Faces: How Makers, Visionaries and Outsiders Succeed*, and author of *The Fugitive Game* All profits from the book will be donated to charity.

In *The Discipline of Teams*, Jon Katzenbach and Douglas Smith explore the often counter-intuitive features that make up high-performing teams—such as selecting team members for skill, not compatibility—and explain how managers can set specific goals to foster team development. The result is improved productivity and teams that can be counted on to deliver more than just the sum of their parts. Since 1922, *Harvard Business Review* has been a leading source of breakthrough ideas in management practice. The *Harvard Business Review Classics* series now offers you the opportunity to make these seminal pieces a part of your permanent management library. Each highly readable volume contains a groundbreaking idea that continues to shape best practices and inspire countless managers around the world.

Innovation principles to bring about meaningful and sustainable growth in your organization Using a list of more than 2,000 successful innovations, including Cirque du Soleil, early IBM mainframes, the Ford Model-T, and many more, the authors applied a proprietary algorithm and determined ten meaningful groupings—the Ten Types of Innovation—that provided insight into innovation. *The Ten Types of Innovation* explores these insights to diagnose patterns of innovation within industries, to identify innovation opportunities, and to evaluate how firms are performing against competitors. The framework has proven to be one of the most enduring and useful ways to start thinking about transformation. Details how you can use these innovation principles to bring about meaningful—and sustainable—growth within your organization Author Larry Keeley is a world renowned speaker, innovation consultant, and president and co-founder of Doblin, the innovation practice of Monitor Group; *BusinessWeek* named Keeley one of seven Innovation Gurus who are changing the field The Ten Types of Innovation concept has influenced thousands of executives and companies around the world since its discovery in 1998. *The Ten Types of Innovation* is the first book explaining how to implement it.

See faster results through everyday feedback. *The Feedback Imperative: How to Give Everyday Feedback to Speed Up Your Team's Success* reveals the hidden reasons why giving feedback to employees can be so difficult and yet so urgently needed in today's workplace, and provides the definitive steps for overcoming feedback avoidance and taking great leaps forward with employee engagement, retention, and performance. Anna Carroll applies her extensive research and expertise in business consulting and psychology to illustrate how brain science, generational trends, our information economy, limiting beliefs, and organizational culture collide in the new workplace, creating a huge gap between the supply and demand of helpful professional feedback. In her "Seven Steps to Everyday Feedback" and sixteen tools for self-assessment and planning, Carroll provides detailed instructions for leaders to execute a feedback turnaround that will quench their team members' thirst for helpful feedback and build a culture in which employee-to-leader and peer-to-peer feedback are welcome as well.

The instant New York Times bestseller *Remarkable* lessons in leadership and team building from one of the greatest football coaches of our time. Urban Meyer has established himself as one of the elite in the annals of his sport, having lead his players to three national championships. In *Above the Line*, he offers readers his unparalleled insights into leadership, team building, and the keys to empowering people to achieve things they might never have thought possible. Meyer shares his groundbreaking game plan—the game plan followed every day in the Ohio State Buckeyes' championship season—for creating a culture of success built on trust and a commitment to a common purpose. Packed with real life examples from Meyer's storied career, *Above the Line* delivers wisdom and inspiration for taking control and turning setbacks into victories for a team, a family, or a Fortune 500 company.

Designing games for learning: case studies show how to incorporate impact goals, build a team, and work with experts to create an effective game. Digital games for learning are now commonplace, used in settings that range from K–12 education to advanced medical training. In this book, Kurt Squire examines the ways that games make an impact on learning, investigating how designers and developers incorporate authentic social impact goals, build a team, and work with experts in order to make games that are effective and marketable. Because there is no one design process for making games for impact—specific processes arise in response to local needs and conditions—Squire presents a series of

case studies that range from a small, playable game created by a few programmers and an artist to a multimillion-dollar project with funders, outside experts, and external constraints. These cases, drawn from the Games + Learning + Society Center at the University of Wisconsin–Madison, show designers tackling such key issues as choosing platforms, using data analytics to guide development, and designing for new markets. Although not a how-to guide, the book offers developers, researchers, and students real-world lessons in greenlighting a project, scaling up design teams, game-based assessment, and more. The final chapter examines the commercial development of an impact game in detail, describing the creation of an astronomy game, *At Play in the Cosmos*, that ships with an introductory college textbook.

This book is for leaders committed to building a great remote team culture, but who don't have time or know where to start. Whether you're new to remote work or have been working remotely for years, there's enough on your plate already without thinking about how to connect with and engage your team. I wrote this book to do just that and take one thing off your to-do list. The book is intentionally short: low on reading and high on actions. It's organized in such a way that you can open it five minutes before your meeting to grab a quick game or sit down to plan a longer virtual team retreat. In the first few pages you will find a Quick Reference Guide to help you find exactly what you need. You will have access to 75+ activity ideas and hundreds of questions to help make your remote meetings, one on ones, and day-to-day virtual interactions more engaging. Beyond games, you will find team reflection activities, stay conversation questions, a unique end of the year team celebration idea, and more. You will also find simple ways to virtually learn, stay healthy, and celebrate together as a team. The only thing you need to do is take action. Free Bonuses When you purchase this book, you will gain access to copies of the following free handouts and downloads: 75+ Team Building Activities Quick Reference Guide A printable quick reference of the book to keep on your desk with reminders of key concepts, sample meeting agendas, and more. Know Your People Form A form to track all the information you should know about your people. COVID-19 Resources Questions to help you understand what your people are facing each day, a list of five things that should be on every virtual meeting agenda, and tips to help your team consciously transition back to work when the time comes. One Year Subscription to the Beyond Thank You Remote Team "Nudge" When you download the free bonus, you will have the opportunity to sign up for the Beyond Thank You Remote Team "Nudge." Every two weeks, I will send out activities, meeting prompts, and other ideas from this book directly to your email - a little nudge to remind you to take action. If these are unhelpful, you can unsubscribe any time.

Using new coaching skills at work can be pretty daunting. Thinking up questions "in the moment" can put you under extra pressure, and when you're already stretching into a new way of talking to your team that can feel stressful. You want to use your new coaching conversation skills, but you don't have time to create questions to support you. What if you had a collection of ideas for questions to ask in some of the most common conversations at work? Conversations like these: 1. Creating performance objectives 2. Coaching under performance 3. Creating career goals 4. Debriefing a project 5. Identifying motivators 6. Creating better work-life balance 7. Coaching over or under-utilization 8.

Encouraging involvement 9. Exploring talents 10. Coaching for retirement 11. Coaching a workplace returner 12. Presentation skills coaching 13. Coaching a sensitive personal issue 14. Coaching to embed learning 15. Coaching to explore sales outcomes 16. Growing HR Business Partner skills 17. Growing a Coaching Culture 18. Backwards Coaching 19. Event Planning 20. Solution focused coaching questions This book contains over 500 coaching style questions to help you grow your confidence in conversations that drive accountability and results. Use it as a guide to design your own conversations, or use it to help your team reflect on what they might like to talk to you about, or you can even use it as a companion for delivering training programs that teach coaching. Here's what readers have said: "A vital guide to coaching conversations at work to deliver great business results" Graham Alexander, founder of the Alexander Corporation, originator of the GROW model and author of *SuperCoaching* and *Tales from the Top*. "A brisk, no nonsense style eBook which will be truly helpful to people who want to coach their team," Alison Hardingham - International Best Selling author of eight books, and Director of Business Psychology at Yellow Dog Consulting UK. 'Easily the best collection of coaching questions I've ever come across. As a professional coach whose clientele consists primarily of managers and executives, I know that I will be using many of the pages of this wonderful little book many, many times.' Pierre Gauthier Certified Integral Coach (TM), Canada Inside this book, you will find a toolkit for building your coaching confidence, along with ideas of how to use a coaching approach to support your team into a more positive and engaging culture.

In *The Five Dysfunctions of a Team* Patrick Lencioni once again offers a leadership fable that is as enthralling and instructive as his first two best-selling books, *The Five Temptations of a CEO* and *The Four Obsessions of an Extraordinary Executive*. This time, he turns his keen intellect and storytelling power to the fascinating, complex world of teams. Kathryn Petersen, Decision Tech's CEO, faces the ultimate leadership crisis: Uniting a team in such disarray that it threatens to bring down the entire company. Will she succeed? Will she be fired? Will the company fail? Lencioni's utterly gripping tale serves as a timeless reminder that leadership requires as much courage as it does insight. Throughout the story, Lencioni reveals the five dysfunctions which go to the very heart of why teams even the best ones—often struggle. He outlines a powerful model and actionable steps that can be used to overcome these common hurdles and build a cohesive, effective team. Just as with his other books, Lencioni has written a compelling fable with a powerful yet deceptively simple message for all those who strive to be exceptional team leaders.

One of 2021's Most Highly Anticipated New Books—Newsweek One of The 20 Leadership Books to Read in 2020—Adam Grant One of The Best New Wellness Books Hitting Shelves in January 2021—Shape.com A Top Business Book for January 2021—Financial Times A Next Big Idea Club Nominee Social Chemistry will utterly transform the way you think about “networking.” Understanding the contours of your social network can dramatically enhance personal relationships, work life, and even your global impact. Are you an

Expansionist, a Broker, or a Convener? The answer matters more than you think. . . . Yale professor Marissa King shows how anyone can build more meaningful and productive relationships based on insights from neuroscience, psychology, and network analytics. Conventional wisdom says it's the size of your network that matters, but social science research has proven there is more to it. King explains that the quality and structure of our relationships has the greatest impact on our personal and professional lives. As she shows, there are three basic types of networks, so readers can see the role they are already playing: Expansionist, Broker, or Convener. This network decoder enables readers to own their network style and modify it for better alignment with their life plans and values. High-quality connections in your social network strongly predict cognitive functioning, emotional resilience, and satisfaction at work. A well-structured network is likely to boost the quality of your ideas, as well as your pay. Beyond the office, social connections are the lifeblood of our health and happiness. The compiled results from dozens of previous studies found that our social relationships have an effect on our likelihood of dying prematurely—equivalent to obesity or smoking. Rich stories of Expansionists like Vernon Jordan, Brokers like Yo-Yo Ma, and Conveners like Anna Wintour, as well as personal experiences from King's own world of connections, inform this warm, engaging, revelatory investigation into some of the most consequential decisions we can make about the trajectory of our lives.

The revolutionary book that teaches you how to use the cutting edge of human psychology to build high performing workplace cultures. Too often, great cultures feel like magic. While most leaders believe culture is critical to success, few know how to build one, or sustain it over time. What if you knew the science behind the magic—a science so predictive and powerful that you could transform your organization? What if you could use cutting edge psychology to unlock people's innate desire to innovate, experiment, and adapt? In *Primed to Perform*, Neel Doshi and Lindsay McGregor show you how to do just that. The result: higher sales, more loyal customers, and more passionate employees. *Primed to Perform* explains the counter-intuitive science behind great cultures, building on over a century of academic thinking. It shares the simple, highly predictive new measurement tool—the Total Motivation (ToMo) Factor—that enables you to measure the strength of your culture, and track improvements over time. It explores the authors' original research into how Total Motivation leads to higher performance in iconic companies, from Apple to Starbucks to Southwest Airlines. Most importantly, it teaches you to build great cultures, using a systematic and sustainable approach. High performing cultures can't be left to chance. Organizations must create systems that shape and maintain them. Whether you're a five-person team or a startup, a school, a nonprofit or a mega-institution, *Primed to Perform* shows you how.

High-growth organizations need high-growth individuals Startups, growth-stage companies, and private equity-backed companies all have one thing in common: They need high-growth individuals to execute high-growth plans. As a leader trying to achieve ambitious organizational goals, you need people who can do more than just keep up; you need people who can set the pace. You need high-growth individuals. *Disrupt Yourself* helps high-growth individuals--and those trying to attain this status--learn the tools and frameworks necessary to make changes that matter. This book helps you understand how these frameworks of disruptive innovation can apply to your particular path, whether you are: A self-starter ready to make a disruptive pivot in your business A high-potential individual charting your career trajectory A manager looking to instill innovative thinking within your team A leader facing industry changes that make for an uncertain future Whitney Johnson used the theory of disruptive innovation to invest in publicly traded stocks and early-stage private companies, and now she applies the framework to the personal and professional growth of individuals. We are living in an era of accelerating disruption, and no one is immune. Johnson makes the compelling case that managing the S-curve waves of learning and mastery is a requisite skill for the future. If you want to be successful in unexpected ways and achieve your wildest goals, follow your own disruptive path. Dare to innovate. Do something astonishing. *Disrupt yourself.*

Explains how Billy Beane, the general manager of the Oakland Athletics, is using a new kind of thinking to build a successful and winning baseball team without spending enormous sums of money.

Thinkers50 Management Thinker of 2015 Whitney Johnson wants you to consider this simple, yet powerful, idea: disruptive companies and ideas upend markets by doing something truly different--they see a need, an empty space waiting to be filled, and they dare to create something for which a market may not yet exist. As president and cofounder of Rose Park Advisors' Disruptive Innovation Fund with Clayton Christensen, Johnson used the theory of disruptive innovation to invest in publicly traded stocks and private early-stage companies. In *Disrupt Yourself*, she helps you understand how the frameworks of disruptive innovation can apply to your particular path, whether you are: a self-starter ready to make a disruptive pivot in your business a high-potential individual charting your career trajectory a manager looking to instill innovative thinking amongst your team a leader facing industry changes that make for an uncertain future We are living in an era of accelerating disruption; no one is immune. Johnson makes the compelling case that managing the S-curve waves of learning and mastery is a requisite skill for the future. If you want to be successful in unexpected ways, follow your own disruptive path. Dare to innovate. Do something astonishing. *Disrupt yourself.*

Award-winning entrepreneur and journalist Shane Snow reveals the counterintuitive reasons why so many partnerships and groups break down--and why some break through. The best teams are more than the sum of their parts, but why does collaboration so often fail to fulfill this promise? In *Dream Teams*, Snow takes us on an adventure through history, neuroscience, psychology, and business, exploring what separates groups that simply get by together from those that get better together. You'll learn: * How ragtag teams--from soccer clubs to startups to gangs of pirates--beat the odds throughout history. * Why DaimlerChrysler flopped while the Wu-Tang Clan succeeded, and the surprising factor behind most failed mergers, marriages, and partnerships. * What the Wright Brothers' daily arguments can teach us about group problem solving. * Pioneering women in law enforcement, unlikely civil rights collaborators, and underdog armies that did the incredible together. * The team players behind great social movements in history, and the science of becoming open-minded. Provocative and entertaining, *Dream Teams* is a landmark work that will change the way we think about people, progress, and collaboration.

A young boy rides the bus across town with his grandmother and learns to appreciate the beauty in everyday things. By the author of the celebrated picture book *A Nation's Hope: The Story of*

Boxing Legend Joe Louis.

A Wall Street Journal Business Bestseller “A deeply reported and business-savvy chronicle of Tesla's wild ride.” —Walter Isaacson, New York Times Book Review Power Play is the riveting inside story of Elon Musk and Tesla's bid to build the world's greatest car—from award-winning Wall Street Journal tech and auto reporter Tim Higgins Elon Musk is among the most controversial titans of Silicon Valley. To some he's a genius and a visionary; to others he's a mercurial huckster. Billions of dollars have been gained and lost on his tweets; his personal exploits are the stuff of tabloids. But for all his outrageous talk of mind-uploading and space travel, his most audacious vision is the one closest to the ground: the electric car. When Tesla was founded in the 2000s, electric cars were novelties, trotted out and thrown on the scrap heap by carmakers for more than a century. But where most onlookers saw only failure, a small band of Silicon Valley engineers and entrepreneurs saw opportunity. The gas-guzzling car was in need of disruption. They pitted themselves against the biggest, fiercest business rivals in the world, setting out to make a car that was quicker, sexier, smoother, cleaner than the competition. But as the saying goes, to make a small fortune in cars, start with a big fortune. Tesla would undergo a hellish fifteen years, beset by rivals, pressured by investors, hobbled by whistleblowers, buoyed by its loyal supporters. Musk himself would often prove Tesla's worst enemy—his antics more than once took the company he had initially funded largely with his own money to the brink of collapse. Was he an underdog, an antihero, a conman, or some combination of the three? Wall Street Journal tech and auto reporter Tim Higgins had a front-row seat for the drama: the pileups, wrestling for control, meltdowns, and the unlikeliest outcome of all, success. A story of power, recklessness, struggle, and triumph, Power Play is an exhilarating look at how a team of eccentrics and innovators beat the odds—and changed the future.

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