

first break all the rules ebook

****Unlocking the Secrets of Great Management: Exploring the First Break All the Rules Ebook****

first break all the rules ebook has become a cornerstone resource for managers and leaders seeking to revolutionize their approach to people management. Rooted in extensive research and practical insights, this book challenges conventional wisdom and offers a fresh perspective on what truly drives employee engagement and performance. If you've ever wondered why some managers consistently bring out the best in their teams while others struggle, this ebook holds some of the answers.

What Is the First Break All the Rules Ebook About?

At its core, the first break all the rules ebook is based on a groundbreaking study conducted by the Gallup Organization, where over 80,000 managers were interviewed to uncover what great managers do differently. Authored by Marcus Buckingham and Curt Coffman, the book reveals that effective management does not follow traditional rules. Instead, it emphasizes understanding and leveraging the unique strengths of each employee.

Unlike many leadership books that focus on generic advice, this ebook dives deep into real-world data, providing actionable strategies for managers to break away from outdated practices. It encourages readers to rethink how they measure employee potential and engagement, shifting the focus from fixing weaknesses to building on individual talents.

Key Takeaways from the First Break All the Rules Ebook

The insights from the first break all the rules ebook have influenced countless organizations aiming to boost productivity and morale. Here are some of the standout concepts:

1. Focus on Strengths, Not Weaknesses

One of the most powerful ideas presented is that great managers don't waste time trying to fix every weakness. Instead, they identify each team member's natural talents and help them develop those strengths. This strength-based approach leads to higher job satisfaction, better performance, and increased

retention.

2. The Importance of Knowing What Employees Want

Understanding what motivates each individual is essential. The ebook highlights that engagement is not a one-size-fits-all scenario. Managers who take the time to learn about their employees' aspirations, preferences, and challenges can tailor their management style accordingly.

3. The Role of Clear Expectations

Setting clear expectations is another cornerstone of effective management discussed in the ebook. Employees perform best when they know what is expected of them and have the necessary resources to succeed. This clarity reduces confusion and empowers teams to take ownership of their work.

How the First Break All the Rules Ebook Changes Management Mindsets

Before this book, many managers believed that the key to success was adherence to established rules and uniform processes. The first break all the rules ebook invites readers to challenge this mindset by presenting evidence that great managers break conventional rules to achieve better outcomes.

Encouraging Individuality Over Conformity

Managers are encouraged to recognize and celebrate individuality rather than enforce conformity. This approach fosters a culture of trust and respect, where employees feel valued for their unique contributions.

Transforming Employee Engagement

The ebook also redefines employee engagement by tying it directly to the quality of the manager-employee relationship. Gallup's research shows that managers account for at least 70% of the variance in employee engagement scores across business units. This insight has led many organizations to prioritize manager development as a key strategy for improving overall engagement.

Practical Tips from the First Break All the Rules Ebook for Managers

If you're a manager looking to apply the lessons from the first break all the rules ebook, here are some practical tips to get started:

- **Identify each team member's strengths:** Use observation, feedback, and tools like Gallup's StrengthsFinder assessment to understand what your employees do best.
- **Customize your management approach:** Adapt your style to align with individual motivations and communication preferences.
- **Set clear, measurable expectations:** Ensure that everyone knows their role and how success will be measured.
- **Provide ongoing support and development:** Invest in coaching and training that helps employees leverage their talents.
- **Recognize and celebrate achievements:** Regular acknowledgment boosts morale and reinforces positive behaviors.

Why the First Break All the Rules Ebook Remains Relevant Today

More than two decades since its publication, the first break all the rules ebook continues to resonate with readers around the world. Its emphasis on human-centric management aligns perfectly with modern trends such as personalized employee experiences and strengths-based development.

In an era where employee retention and engagement are critical challenges, the ebook's research-backed insights provide managers with tools to create thriving, motivated teams. Moreover, organizations that adopt these principles often see measurable improvements in productivity, customer satisfaction, and profitability.

Integration with Modern Leadership Practices

The concepts from the first break all the rules ebook complement other contemporary leadership frameworks, including servant leadership and emotional intelligence. By focusing on individual needs and strengths, managers can build stronger relationships and foster a collaborative work

environment.

Adapting to Remote and Hybrid Work Environments

Especially in today's evolving work landscape, with remote and hybrid models becoming the norm, the ebook's principles take on new importance. Managers must be even more intentional in understanding their employees' unique situations and maintaining engagement without the benefit of face-to-face interactions.

Where to Find the First Break All the Rules Ebook

For those interested in diving into the first break all the rules ebook, it is widely available through various platforms. Digital versions can be found on popular ebook retailers like Amazon Kindle, Apple Books, and Google Play Books. Many organizations also provide access to it as part of leadership development programs.

Additionally, audiobook formats are available for those who prefer to listen during commutes or workouts. The accessibility of the ebook ensures that managers at all levels can benefit from its transformative content.

Supplementary Resources to Enhance Understanding

To deepen your grasp of the concepts, consider exploring supplementary materials such as:

- Gallup's StrengthsFinder assessment tool
- Workshops and webinars based on the book's principles
- Online courses focusing on employee engagement and strengths-based leadership
- Discussion groups and book clubs dedicated to management development

These resources can help reinforce your learning and provide practical ways to implement the book's ideas within your own team or organization.

Exploring the first break all the rules ebook is more than just reading another management book—it's an invitation to rethink how you lead people,

challenge norms, and create an environment where everyone can thrive. Whether you're a seasoned leader or stepping into management for the first time, this ebook offers valuable perspectives that can elevate your leadership journey.

Frequently Asked Questions

What is the 'First Break All the Rules' ebook about?

The 'First Break All the Rules' ebook explores unconventional management techniques based on extensive research by Gallup, focusing on how great managers break traditional rules to unlock employee potential and improve workplace performance.

Who are the authors of 'First Break All the Rules' ebook?

The ebook is authored by Marcus Buckingham and Curt Coffman, who are renowned researchers and consultants in the field of management and organizational behavior.

Where can I download the 'First Break All the Rules' ebook?

The ebook can be purchased or downloaded from major online retailers such as Amazon Kindle, Apple Books, or directly from the publisher's website.

What are the key principles discussed in 'First Break All the Rules'?

Key principles include focusing on employees' strengths rather than weaknesses, selecting the right talent, defining outcomes instead of dictating processes, and creating an environment where employees can excel.

Is 'First Break All the Rules' suitable for new managers?

Yes, the ebook provides valuable insights and practical advice that can help new managers develop effective leadership skills and foster a productive team culture.

How does 'First Break All the Rules' differ from traditional management books?

Unlike traditional management books that emphasize fixing weaknesses, this book encourages managers to break conventional rules by leveraging employee

strengths and individualized management strategies.

Can the strategies in 'First Break All the Rules' be applied across different industries?

Yes, the management principles outlined in the ebook are versatile and have been successfully applied across various industries and organizational sizes.

Does the 'First Break All the Rules' ebook include case studies or real-world examples?

Yes, the ebook includes numerous case studies and examples derived from Gallup's extensive research of successful managers and organizations worldwide.

What impact has 'First Break All the Rules' had on modern management practices?

The book has significantly influenced modern management by shifting the focus towards employee strengths and personalized management, leading to improved employee engagement and organizational performance.

Additional Resources

****First Break All the Rules eBook: A Critical Examination of Groundbreaking Management Principles****

first break all the rules ebook has become a cornerstone resource in the realm of management literature since its initial publication. Authored by Marcus Buckingham and Curt Coffman, this book challenges conventional wisdom about employee management and leadership, offering a fresh perspective grounded in extensive research conducted by Gallup. As businesses continuously strive to optimize performance and retain top talent, the insights provided in the ebook version of **First Break All the Rules** remain highly relevant and widely discussed.

An In-Depth Analysis of First Break All the Rules eBook

At its core, **First Break All the Rules** dismantles traditional management dogmas, asserting that the best managers don't focus on fixing employees' weaknesses but rather on cultivating their unique strengths. This principle contrasts sharply with many conventional approaches that emphasize correcting flaws. The ebook format enhances accessibility, allowing managers and HR professionals immediate entry to practical strategies and actionable advice.

The book's foundation lies in Gallup's landmark study involving over 80,000 managers across various industries worldwide. This extensive data collection lends credibility to the authors' claims and equips readers with a research-backed framework rather than anecdotal evidence. The ebook facilitates quick navigation through these findings, often preferred by busy professionals seeking efficient knowledge acquisition.

Key Themes and Insights

One of the standout themes in the **First Break All the Rules ebook** is the idea that exceptional managers "break" the traditional rules of people management. Buckingham and Coffman identify twelve core questions that measure employee engagement and satisfaction, often referred to as the "Q12." These questions reveal the critical factors that differentiate average workplaces from high-performing ones.

Another significant insight is the emphasis on individualized management. The authors argue that effective leaders recognize each employee's unique talents and tailor their management style accordingly. This challenges the "one-size-fits-all" approach prevalent in many organizations. Through real-world examples and case studies accessible in the ebook, readers can see how this strategy improves retention and productivity.

Comparisons with Other Management Literature

When juxtaposed with other popular management books like **The 7 Habits of Highly Effective People** by Stephen Covey or **Good to Great** by Jim Collins, **First Break All the Rules** distinguishes itself through its empirical grounding and practical orientation. While Covey's work focuses on personal development and Collins on organizational transformation, Buckingham and Coffman concentrate specifically on the manager-employee dynamic.

Moreover, the ebook's focus on strengths-based management aligns with the growing trend in positive psychology and organizational behavior. Unlike some management texts that lean heavily on theoretical frameworks, this ebook delivers immediately applicable advice, supported by data and examples. This pragmatic approach is often praised by readers seeking tangible outcomes.

Features and Benefits of the First Break All the Rules eBook

The digital format of the **First Break All the Rules ebook** offers several advantages over its print counterpart. For one, instant accessibility means managers can quickly reference key concepts during meetings or training

sessions. Additionally, features such as keyword search and hyperlinking enhance usability, allowing readers to jump directly to relevant sections or external resources.

The ebook often includes supplementary material, such as interviews with successful managers or downloadable assessment tools. These resources deepen understanding and facilitate the practical implementation of the book's principles. For organizations investing in leadership development, this added content can be invaluable.

From an SEO perspective, the ebook's popularity is bolstered by its consistent appearance in searches related to employee engagement, talent management, and leadership best practices. Keywords such as "strengths-based management," "employee retention strategies," and "Gallup Q12" naturally integrate into discussions about the book, enhancing its discoverability among HR professionals and executives.

Pros and Cons of the eBook Format

- **Pros:** Portability, easy navigation, search functionality, and often lower cost than print editions.
- **Cons:** May lack the tactile experience some readers prefer, potential screen fatigue, and dependency on electronic devices.

Despite these minor drawbacks, the ebook remains a preferred choice for many due to its convenience and interactivity.

Impact on Modern Management Practices

Since its release, **First Break All the Rules** has influenced how organizations rethink employee engagement and performance management. The ebook facilitates the spread of its revolutionary ideas to a global audience, contributing to a shift from traditional command-and-control leadership models toward more empathetic and individualized approaches.

Many companies now incorporate the book's principles into their leadership training programs, using the Q12 survey as a diagnostic tool to gauge employee morale and engagement. This data-driven methodology resonates with contemporary business environments that prioritize agility and employee well-being.

Furthermore, the ebook's advocacy for focusing on strengths aligns with current trends emphasizing mental health and positive work culture. By

encouraging managers to nurture what employees do well rather than fixating on weaknesses, organizations foster environments where innovation and job satisfaction thrive.

Who Should Read First Break All the Rules eBook?

The ebook is particularly valuable for:

1. Mid-level and senior managers seeking to improve team performance.
2. Human resource professionals tasked with designing engagement strategies.
3. Leadership coaches and organizational development consultants.
4. Business students and academics interested in evidence-based management practices.

Its clear language and practical case studies make it accessible to readers with varying levels of experience in management.

Continued Relevance in the Digital Age

In an era where remote work and digital collaboration tools dominate, the principles outlined in **First Break All the Rules ebook** remain pertinent. The focus on individualized attention and employee strengths transcends physical office boundaries, emphasizing that effective management is less about location and more about understanding people.

The ebook format supports this transition by enabling instant updates and integrations with digital learning platforms. Organizations can embed its content into their e-learning systems, ensuring continuous leadership development that adapts to evolving workplace dynamics.

As companies grapple with challenges like employee burnout, turnover, and the war for talent, the insights from this ebook provide a strategic blueprint. Its data-backed recommendations help managers foster engagement even in decentralized teams, proving that breaking traditional rules can yield sustainable success.

The **First Break All the Rules ebook** continues to stand as a vital resource for anyone involved in managing people and driving organizational success.

Through meticulous research, practical guidance, and a strengths-based approach, it invites readers to reconsider long-held assumptions and embrace innovative methods that resonate with today's complex workplace realities.

First Break All The Rules Ebook

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first break all the rules ebook: First, Break All The Rules Marcus Buckingham, Curt Coffman, 1999-05-05 The greatest managers in the world seem to have little in common. They differ in sex, age, and race. They employ vastly different styles and focus on different goals. Yet despite their differences, great managers share one common trait: They do not hesitate to break virtually every rule held sacred by conventional wisdom. They do not believe that, with enough training, a person can achieve anything he sets his mind to. They do not try to help people overcome their weaknesses. They consistently disregard the golden rule. And, yes, they even play favorites. This amazing book explains why. Marcus Buckingham and Curt Coffman of the Gallup Organization present the remarkable findings of their massive in-depth study of great managers across a wide variety of situations. Some were in leadership positions. Others were front-line supervisors. Some were in Fortune 500 companies; others were key players in small, entrepreneurial companies. Whatever their situations, the managers who ultimately became the focus of Gallup's research were invariably those who excelled at turning each employee's talent into performance. In today's tight labor markets, companies compete to find and keep the best employees, using pay, benefits, promotions, and training. But these well-intentioned efforts often miss the mark. The front-line manager is the key to attracting and retaining talented employees. No matter how generous its pay or how renowned its training, the company that lacks great front-line managers will suffer. Buckingham and Coffman explain how the best managers select an employee for talent rather than for skills or experience; how they set expectations for him or her -- they define the right outcomes rather than the right steps; how they motivate people -- they build on each person's unique strengths rather than trying to fix his weaknesses; and, finally, how great managers develop people -- they find the right fit for each person, not the next rung on the ladder. And perhaps most important, this research -- which initially generated thousands of different survey questions on the subject of employee opinion -- finally produced the twelve simple questions that work to distinguish the strongest departments of a company from all the rest. This book is the first to present this essential measuring stick and to prove the link between employee opinions and productivity, profit, customer satisfaction, and the rate of turnover. There are vital performance and career lessons here for managers at every level, and, best of all, the book shows you how to apply them to your own situation.

first break all the rules ebook: Extended Summary - First, Break All The Rules - What The World's Greatest Managers Do Differently - Based On The Book By Marcus Buckingham Mentors Library, 2023-12-15 EXTENDED SUMMARY: FIRST, BREAK ALL THE RULES - WHAT THE WORLD'S GREATEST MANAGERS DO DIFFERENTLY - BASED ON THE BOOK BY MARCUS BUCKINGHAM Are you ready to boost your knowledge about FIRST, BREAK ALL THE RULES? Do you want to quickly and concisely learn the key lessons of this book? Are you ready to process the information of an entire book in just one reading of approximately 20 minutes? Would

you like to have a deeper understanding of the techniques and exercises in the original book? Then this book is for you! BOOK CONTENT: Introduction: The Power of Unconventional Leadership The Four Key Questions for Exceptional Managers Defying Convention: Breaking All the Rules Discovering the Talents of Your Team Setting Clear Expectations: The Art of Defining Roles Focusing on Strengths, Not Weaknesses The Myth of Well-Roundedness: Embracing Individuality Great Managers Are Coaches, Not Bosses Building Strong Relationships: The Heart of Effective Management Recognizing and Rewarding Excellence Providing the Tools and Resources for Success Creating a Culture of Feedback and Development Hiring for Talent: The Critical Role of Selection The Manager's Role in Employee Engagement Sustaining High Performance: Lessons from Exceptional Managers

first break all the rules ebook: SUMMARY - First, Break All The Rules: What The World's Greatest Managers Do Differently By Marcus Buckingham Shortcut Edition, 2021-06-02 * Our summary is short, simple and pragmatic. It allows you to have the essential ideas of a big book in less than 30 minutes. By reading this summary, you will learn what methods are used by the best managers with regard to their different styles, their objectives and the needs required by their employees. Gallup has met and interviewed 80,000 managers over the past 25 years and has learned valuable lessons from these interviews. You'll also learn that : Employees need excellent managers; The best managers are those who cultivate the talent of their employees; We should not waste time trying to fill the gaps of others; The success of an organization depends on transforming the human capital of its employees into economic performance. Only 13% of employees are invested in their work? Yet, many companies have succeeded in motivating their employees to take an interest in their organization's activity thanks to managers who have been able to initiate this enthusiasm while improving the lives of their employees. The Gallup survey company has measured, studied, and applied the 12 elements of management excellence that make organizations, engaged and productive workplaces in hundreds of organizations employing more than 30 million people. *Buy now the summary of this book for the modest price of a cup of coffee!

first break all the rules ebook: Ebook: Exploring Innovation 4e SMITH, 2024-04-24 Ebook: Exploring Innovation 4e

first break all the rules ebook: Creating Winners in the Workplace (eBook) Arnold Mol, 2012-06-01 CREATING WINNERS IN THE WORKPLACE takes a refreshing look at various levels of management and addresses real issues that companies deal with. Managers will discover how to truly motivate their employees and stimulate their desire for success and excellence. Readers will also receive practical solutions to turn whiners into winners and create a sustainable winning culture in the workplace. CREATING WINNERS IN THE WORKPLACE is loaded with practical examples of how managers from almost every industry imaginable turned their subordinates into winners, as well as stories of those who didn't.

first break all the rules ebook: EBOOK: Managing People Alison Hall, 2003-10-16 The most important asset of any university or college is its staff, yet the majority of line managers in higher education institutions are not appointed on the basis of their experience of, or expertise in, managing people. This book is a practical guide to people management for these managers. With contributions from Professor Robin Middlehurst, Tom Kennie and Catherine Simm, Alison Hall guides readers through the employment cycle, from recruitment to parting company, addressing en route those issues that cause line managers to lose most sleep. Illustrated throughout with case studies and examples of best practice, the book provides a guide to: effective (and legal) recruitment and selection managing the crucial early days of an appointment leadership, team-building, measuring performance and appraisal managing tricky situations such as sickness absence, discipline, stress, harassment and grievances handling the end of an employment relationship fairly Managing People will be essential reading for HE managers, staff in Human Resource departments, consultants and students and staff involved in HR courses.

first break all the rules ebook: RIEPILOGO - First, Break All The Rules / Per prima cosa, infrangere tutte le regole: Cosa fanno di diverso i migliori manager del mondo Di Marcus Buckingham

Shortcut Edition, Leggendo questa sintesi, imparerete quali sono i metodi utilizzati dai migliori manager in relazione ai loro diversi stili, ai loro obiettivi e alle esigenze dei loro dipendenti. Gallup ha incontrato e intervistato 80.000 manager negli ultimi 25 anni e da queste interviste ha tratto preziosi insegnamenti. Imparerete anche che : I dipendenti hanno bisogno di manager eccellenti; I manager migliori sono quelli che coltivano il talento dei loro dipendenti; Non dobbiamo perdere tempo a cercare di colmare le lacune degli altri; Il successo di un'organizzazione dipende dalla trasformazione del capitale umano dei suoi dipendenti in prestazioni economiche. Solo il 13% dei dipendenti è investito nel proprio lavoro? Eppure, molte aziende sono riuscite a motivare i propri dipendenti a interessarsi all'attività dell'organizzazione grazie a manager che hanno saputo innescare questo entusiasmo migliorando la vita dei propri dipendenti. La società di sondaggi Gallup ha misurato, studiato e applicato i 12 elementi di eccellenza manageriale che rendono le organizzazioni, ambienti di lavoro impegnati e produttivi in centinaia di organizzazioni che impiegano più di 30 milioni di persone.

first break all the rules ebook: ZUSAMMENFASSUNG - First, Break All The Rules / Erstens: Brich alle Regeln: Was die besten Manager der Welt anders machen von Marcus Buckingham Shortcut Edition, Durch die Lektüre dieser Zusammenfassung werden Sie erfahren, welche Methoden die besten Manager im Hinblick auf ihre unterschiedlichen Stile, ihre Ziele und die Bedürfnisse ihrer Mitarbeiter anwenden. Gallup hat in den letzten 25 Jahren 80.000 Manager getroffen und befragt und aus diesen Gesprächen wertvolle Lehren gezogen. Sie werden auch lernen, dass : Mitarbeiter brauchen hervorragende Führungskräfte; Die besten Manager sind diejenigen, die das Talent ihrer Mitarbeiter fördern; Wir sollten keine Zeit mit dem Versuch verschwenden, die Lücken anderer zu füllen; Der Erfolg eines Unternehmens hängt davon ab, dass es das Humankapital seiner Mitarbeiter in wirtschaftliche Leistung umwandelt. Nur 13 % der Mitarbeiter sind an ihrer Arbeit interessiert? Dennoch ist es vielen Unternehmen gelungen, ihre Mitarbeiter zu motivieren, sich für die Tätigkeit ihres Unternehmens zu interessieren, und zwar dank der Führungskräfte, die es verstanden haben, diese Begeisterung zu wecken und gleichzeitig das Leben ihrer Mitarbeiter zu verbessern. Das Meinungsforschungsinstitut Gallup hat in Hunderten von Unternehmen mit mehr als 30 Millionen Beschäftigten die 12 Elemente von Management Excellence gemessen, untersucht und angewendet, die Organisationen zu engagierten und produktiven Arbeitsplätzen machen.

first break all the rules ebook: RESUMO - First, Break All The Rules / Primeiro, Quebrar todas as regras: O que os maiores gestores do mundo fazem de diferente por Marcus Buckingham Shortcut Edition, Ao ler este resumo, o senhor saberá quais são os métodos utilizados pelos melhores gestores no que diz respeito aos seus diferentes estilos, seus objetivos e as necessidades exigidas por seus funcionários. O senhor Gallup reuniu e entrevistou 80.000 gerentes nos últimos 25 anos e aprendeu lições valiosas com essas entrevistas. O senhor também aprenderá que : Os funcionários precisam de excelentes gerentes; Os melhores gerentes são aqueles que cultivam o talento de seus funcionários; Não devemos perder tempo tentando preencher as lacunas de outros; O sucesso de uma organização depende da transformação do capital humano de seus funcionários em desempenho econômico. Apenas 13% dos funcionários são investidos em seu trabalho? No entanto, muitas empresas conseguiram motivar seus funcionários a se interessarem pela atividade de sua organização graças aos gerentes que conseguiram iniciar esse entusiasmo enquanto melhoravam a vida de seus funcionários. A empresa de pesquisa Gallup mediu, estudou e aplicou os 12 elementos de excelência em gestão que tornam as organizações, os locais de trabalho engajados e produtivos em centenas de organizações que empregam mais de 30 milhões de pessoas.

first break all the rules ebook: SAMENVATTING - First, Break All The Rules / Breek eerst alle regels: Wat 's werelds beste managers anders doen Door Marcus Buckingham Shortcut Edition, Door deze samenvatting te lezen, leer je welke methoden de beste managers gebruiken met betrekking tot hun verschillende stijlen, hun doelstellingen en de behoeften van hun werknemers. Gallup heeft de afgelopen 25 jaar 80.000 managers ontmoet en geïnterviewd en heeft uit deze interviews waardevolle lessen geleerd. U zult ook leren dat : Werknemers hebben

uitstekende managers nodig; De beste managers zijn diegenen die het talent van hun werknemers cultiveren; We moeten geen tijd verspillen aan het opvullen van de leemtes van anderen; Het succes van een organisatie afhangt van het omzetten van het menselijk kapitaal van haar werknemers in economische prestaties. Slechts 13% van de werknemers investeert in hun werk? Toch zijn veel bedrijven erin geslaagd om hun werknemers te motiveren om zich te interesseren voor de activiteiten van hun organisatie dankzij managers die dit enthousiasme op gang hebben weten te brengen terwijl ze het leven van hun werknemers hebben verbeterd. Het onderzoeksbureau Gallup heeft de 12 elementen van uitmuntend management die organisaties tot betrokken en productieve werkplekken maken, gemeten, bestudeerd en toegepast in honderden organisaties met meer dan 30 miljoen werknemers.

first break all the rules ebook: *RESUMEN - First, Break All The Rules / Primero, rompa todas las reglas: What The World's Great Managers Do Differently* por Marcus Buckingham Shortcut Edition, Al leer este resumen, aprenderá qué métodos utilizan los mejores directivos en relación con sus diferentes estilos, sus objetivos y las necesidades que requieren sus empleados. Gallup ha conocido y entrevistado a 80.000 directivos en los últimos 25 años y ha aprendido valiosas lecciones de estas entrevistas. También aprenderá que : Los empleados necesitan directivos excelentes; Los mejores directivos son los que cultivan el talento de sus empleados; No hay que perder el tiempo tratando de cubrir las carencias de los demás; El éxito de una organización depende de la transformación del capital humano de sus empleados en rendimiento económico. ¿Sólo el 13% de los empleados invierten en su trabajo? Sin embargo, muchas empresas han conseguido motivar a sus empleados para que se interesen por la actividad de su organización gracias a los directivos que han sido capaces de iniciar este entusiasmo a la vez que han mejorado la vida de sus empleados. La empresa de encuestas Gallup ha medido, estudiado y aplicado los 12 elementos de excelencia en la gestión que hacen de las organizaciones, lugares de trabajo comprometidos y productivos en cientos de organizaciones que emplean a más de 30 millones de personas.

first break all the rules ebook: *Cracking the Curiosity Code* Diane Hamilton, 2019-01-28 Everyone is born curious. So, what happens? Why do some people become less curious than others? For individuals, leaders, and companies to be successful, they must determine the things that hold curiosity hostage. Think of the most innovative companies and you will notice they employ people who do not accept the status quo, they aren't reluctant to change, they evolve with the times, they look for problems to solve, and focus on asking questions. Drawing on decades research and incorporating interviews from some of the top leaders of our time, Hamilton examines the factors that impact curiosity including fear, assumptions, technology, and environment (FATE). Through her ground-breaking research, she has created the Curiosity Code Index (CCI) assessment to determine how these factors have impacted curiosity and to provide an action plan to transform individuals and organizations to help improve areas impacted by curiosity, including innovation, engagement, creativity, and productivity. "I have no special talents. I am only passionately curious" - Albert Einstein

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