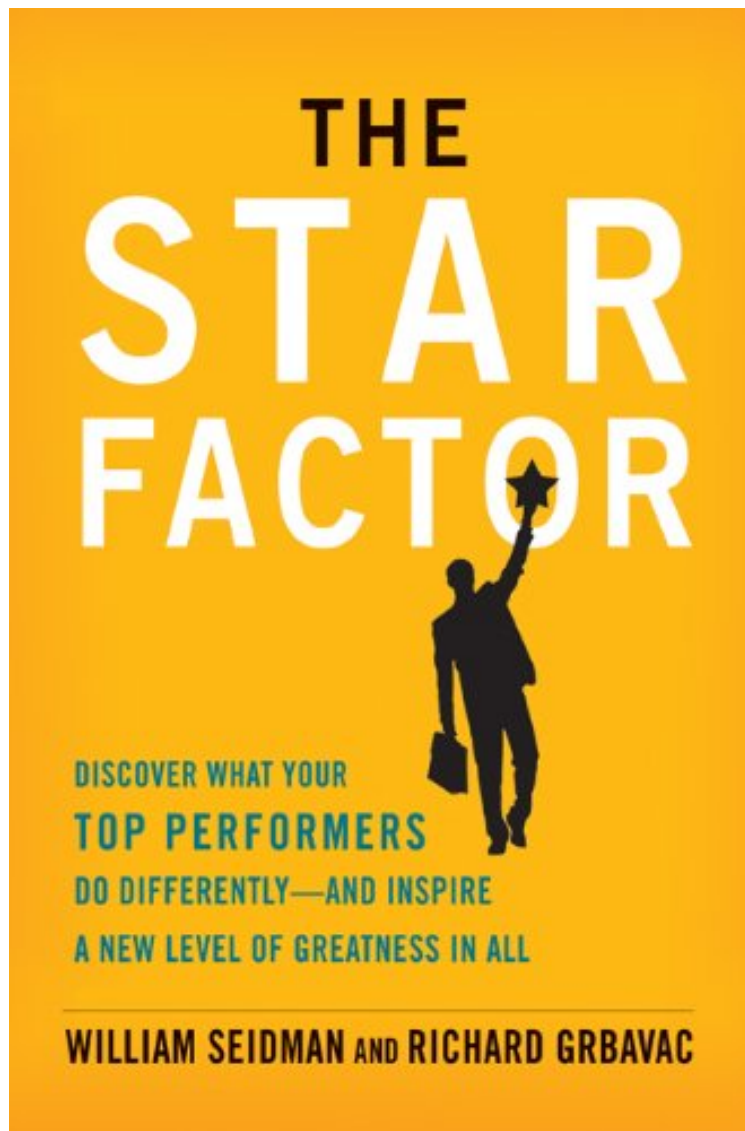


(Mobile ebook) The Star Factor: Discover What Your Top Performers Do Differently--and Inspire a New Level of Greatness in All

## **The Star Factor: Discover What Your Top Performers Do Differently--and Inspire a New Level of Greatness in All**

*William Seidman, Richard Grbavac*  
DOC | \*audiobook | ebooks | Download PDF | ePub



 Download

 Read Online

#699125 in eBooks 2013-12-03 2013-11-20 File Name: B00E1SSIU6 | File size: 15.Mb

**William Seidman, Richard Grbavac : The Star Factor: Discover What Your Top Performers Do Differently--and Inspire a New Level of Greatness in All** before purchasing it in order to gage whether or not it would be worth my time, and all praised The Star Factor: Discover What Your Top Performers Do Differently--and Inspire a New Level of Greatness in All:

4 of 4 people found the following review helpful. Discover the impact of "Stars"By Ed NottinghamI deliver programs

designed to help leaders and individual contributors become "stars" and only wish "The Star Factor" had been available when I first developed these programs! Robert Morris's review (below) does an outstanding job of capturing the important elements of Affirmative Leadership and content of the Seidman and Grbavac book. I will avoid repetition and share the basis for my "5 Star" rating of this book. The authors discuss organizational change and note that companies can use consultants as part of the process. However, they go on to say, "They can hire experts bring in consultants, or use their own stars. ... Consultants, too, take time to learn the culture and are often resented and mistrusted by employees. They can be quite expensive, too" (p. 17). While I have numerous "take aways" from the book I think this is key to both organizational success and the Affirmative Leadership process. It seems that too often organizations look outside for guidance when in fact the "secret sauce" (p. 30) to success most likely resides internally with the stars. Another element emphasized is that stars "... not only behave differently, but actually think differently ..." (p. 12). The attitudes and thinking of stars is in my opinion key and authors often overlook or minimize the importance of attitude and thinking. Seidman and Grbavac specifically address the importance of attitude and how the passion of stars can be identified during the "discover and describe" process (chapter 3). Great leaders are great learners is another component emphasized (chapter 6). Having a learning organization is essential to success and Affirmative Leadership emphasizes the importance of self-directed learning and more importantly provides steps to owning learning. As captured on page 96 few people wake up thinking "Today I want to be mediocre!" yet that is how many behave. The process of Affirmative Leadership and steps outlined can help leaders and team members discover or rediscover their "love for learning" (p. 111). The Star Factor provides a clear step-by-step approach to identifying the secret of stars' success and the model for applying the approach both locally and globally. Specific examples of company/organizational application are presented. Whether building strong teams, creating leadership development programs, or just going from "good to great" The Star Factor will serve as an invaluable road map. Ed Nottingham, PhD, PCC Consulting Clinical Psychologist Author, It's Not As Bad As It Seems 4 of 4 people found the following review helpful. If you are serious about performance improvement, a must read! By Richard Kramer The work of Dr. Seidman and Mr. Grbavac in the Star Factor represent an extremely unique and effective approach to introducing change in organizations. As one who has been working as an organizational development specialist for over 30 yrs., I have seen many approaches come and go. Employees that have been in the work force for more than 10-15 yrs. have often experienced many approaches deployed to influence employee performance. Due to either ineffective leadership or lack of organizational commitment, the efforts did not produce the results desired. Often this has left the employee very skeptical of new approaches. Getting staff attention and investment in a change is key, and the Star Factor highlights straightforward strategies to help get at that. A few of them are the following: - Using internal high performing staff as the foundation of the learning approach- often these folks are respected in the environment. - Applying recent understandings about how we learn and retain information- being introduced to small amounts of information and experience over an extended period of time- repetition. - Linking the change initiative clearly to a higher purpose and linking it to what motivates an individual- personalizing an effective practice to an individual to build ownership. - Using an efficient digital system to track progress and keep the learning on track. Whether you adapt the whole approach or aspects, it is sure to assist you in reflecting on your current approach to change management and ways to improve. 0 of 0 people found the following review helpful. Such a simple and sensible concept but... By Dale The Positive Deviant has existed since the beginning of time. They are the ones we turn to at a time of real need. Companies and leaders know they exist - often times as 'the power behind the throne'. You know who they are in your organization. You're thankful you have them and often wish, "If I only had 10 of you, I could conquer anything!" But you don't and you won't until you learn to capture the thinking, processes and results they deliver and create your own duplicates. The Star Factor exposes the reader to the methodology that allows this to occur in your organization. Having both read the book and experiencing the benefits of this system when fully applied, the first thought that comes to mind is - It's simple, makes sense and delivers more ROI than almost anything else you can do with your people - so why doesn't everyone harness this resident excellence? The obstacle is not your people, it's likely you. Even the greatest leaders have some voids in confidence in their team. The fact is that there exists far more wisdom, talent, intelligence and great answers within the untapped potential you know is there. The Star Factor and organizations like Cerebyte help you harness your brilliance-horsepower and make the cliché of "taking it to the next level" a reality, simply by duplicating what your star performers already know, but you may have been too afraid to ask! Read, and succeed.

In every company, a select few produce more, sell more, and deliver better results. These stellar performers consistently outshine their peers and achieve more than most would believe possible. If only these people could be cloned! The Star Factor delivers the next best thing: a unique system for unlocking their wisdom, transforming that knowledge into actionable steps, and helping other employees internalize these new attitudes and behaviors, bringing much-needed change to the whole organization. The book's proven Affirmative Leadership methodology has produced astonishing results for companies in a range of industries: The world's largest semiconductor manufacturer doubled its accuracy rate for inventory management forecasting; and a top fast food chain dramatically

reduced its employee turnover. Supported by recent breakthroughs in neuroscience, including research on motivation, learning, and achievement, The Star Factor presents a sustainable, people-centered system to build a culture of greatness that starts with the stars and spreads to every corner and every level of the organization.

From the Inside Flap In every company, a select few produce more, sell more, and deliver better results. These stellar performers consistently outshine their peers—and achieve more than most would believe possible. If only these people could be cloned! The Star Factor delivers the next best thing: a unique system for unlocking their wisdom, transforming that knowledge into actionable steps, and helping other employees internalize these new attitudes and behaviors, bringing much-needed change to the whole organization. The Star Factor's proven Affirmative Leadership methodology helps executives, managers, and trainers tease out the attitudes, behaviors, and actions that form the core of their stars' performance. You'll discover how to turn their own words into a learning program that can be personalized for each employee, how to create global programs that feel like local change initiatives, and how to make the learning stick to create a leadership-rich environment. Affirmative Leadership has already produced astonishing results for companies in a range of industries: The world's largest semiconductor manufacturer doubled its accuracy rate for inventory management forecasting; and a top fast food chain dramatically reduced its employee turnover. Based on years of experience applying the model in hundreds of organizations and informed by Dr. Seidman's Stanford research and the latest findings on the neuroscience of how people think and learn, The Star Factor's predictable, consistent, and low-cost approach to performance improvement helps you:

- Identify your star performers using three simple questions
- Conduct Wisdom Discovery workshops that discover what makes your stars great
- Present the findings in a way that makes people want to listen and learn
- Train "coaches" to guide learners to convert that knowledge into applied, practical learning
- Reinforce the learnings with group discussions, journals, and other techniques
- Turn isolated employees from anywhere on the organizational chart into influential leaders that build a culture of greatness, achieving extraordinary tangible and intangible results

The Star Factor's practical, step-by-step process is packed with the newest research on motivation, key findings on positive deviants, examples of Affirmative Leadership in action, realistic development scenarios, and more. By showing you how to tap into the wisdom of your top performers, you'll inspire and reinforce great leadership from executives, managers, team leaders, and individual contributors. You'll turn your organization into a star factory!

Dr. William Seidman is a recognized expert on the subject of executive decision making and performance improvement, and co-founder, CEO, and president of Cerebyte, a performance improvement company focused on increasing organizational performance. He lives in Lake Oswego, Oregon. Richard Grbavac joined Cerebyte in 2002, bringing 27 years of experience in sales, product development, organizational development, and consulting. He lives in Portland, Oregon.

From the Back Cover Advance Praise for The Star Factor: "Lucky managers have a star on their roster, a Michael Jordan, who can make things happen on the court. Smart managers find ways to bring everyone up to that level. The qualities of stand-out employees are not mysterious—they are tools, attitudes, and inner drives that can be taught and fostered. The Star Factor will help you understand what makes a star and how to nurture everyone's inner magic." — Daniel H. Pink, author of *To Sell Is Human* and *Drive*

"Affirmative Leadership, as presented in The Star Factor, is one of the best front-line leadership development programs that I have worked with. This program helps identify the best practices of your top performers, which are then developed into a learning curriculum for others in the organization. The participants are supported through coaching and mentorship from leaders within the organization. This approach ensures ownership and commitment from the participants in their journey to become better leaders." — Prashant Bhat, Learning Director, Cigna

"I have been a huge fan of The Star Factor methodology from the day the concept was introduced to me! If you are looking to create a customer-centric culture, fully aligned with your organization's values, that will drive improved business results, read on!" — Kathryn L Tecosky, Ed.S, LPC; Director, Organization Change, Cox Enterprises

"The Star Factor is a whole new way of thinking about organizational behavior change. It takes neuroscience, adds another important science, positive deviancy, adds technology, and creates a whole new approach to organizational performance. This is one of the more science-based, data-driven approaches to organizational transformation I have seen." — Dr. David Rock, author, *Your Brain at Work*; Director, Neuroleadership Institute

"There is new science that will help the average employee become excellent and an excellent employee a star. This book reveals the process for creating a high impact individual and team that outperforms and outdelivers the competition." — John Assaraf, New York Times bestselling author, *The Answer and Having It All*; CEO, Praxis

NO ABOUT THE AUTHOR WILLIAM SEIDMAN is a recognized expert on the subject of executive decision making and performance improvement, and co-founder, CEO, and president of Cerebyte, a consultancy focused on increasing organizational performance. RICHARD GRBAVAC joined Cerebyte in 2002, bringing 27 years of experience in sales, product development, organizational development, and consulting.