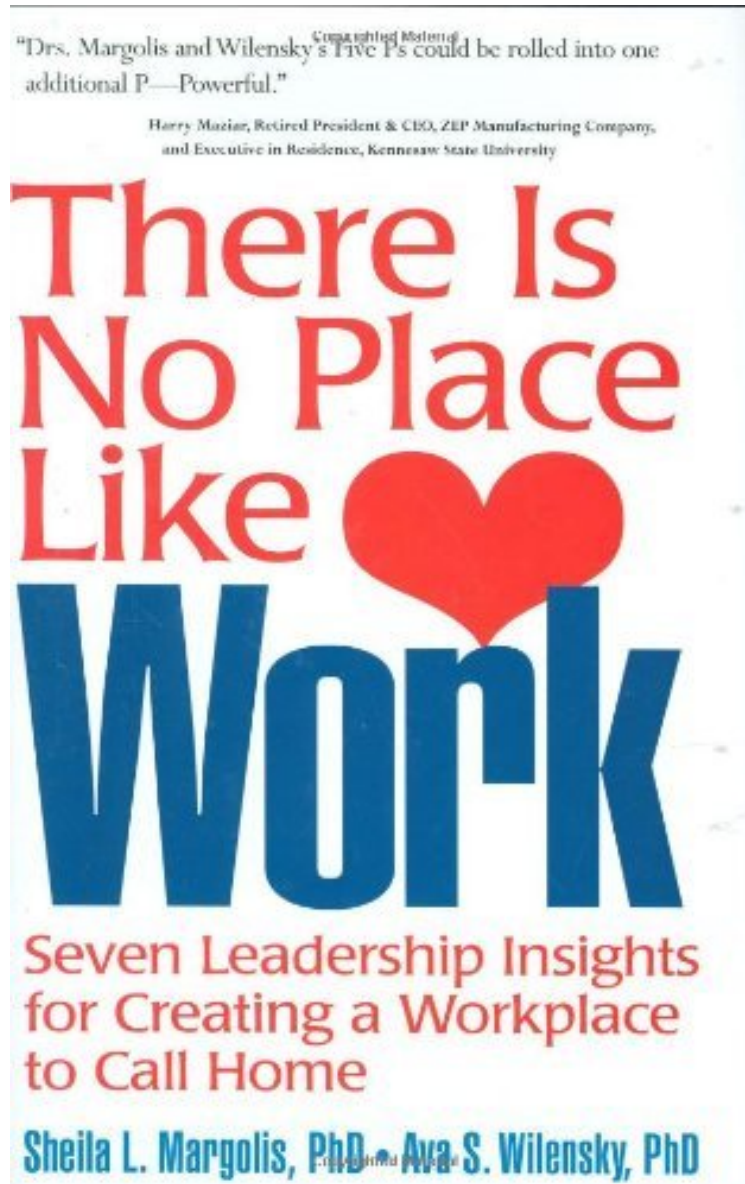


There Is No Place Like Work: Seven Leadership Insights for Creating a Workplace to Call Home

Sheila L. Margolis

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Sheila L. Margolis : There Is No Place Like Work: Seven Leadership Insights for Creating a Workplace to Call Home before purchasing it in order to gage whether or not it would be worth my time, and all praised There Is No Place Like Work: Seven Leadership Insights for Creating a Workplace to Call Home:

0 of 0 people found the following review helpful. Simplistic but effectiveBy Edith RothenbergIt's a long and

sometimes contrived buildup but the book does an effective job of illustrating the key messages. I thought it was useful. 9 of 9 people found the following review helpful. On Their Way to a Best Seller By Mick Hager Ava and Sheila have put together a game plan for changing workplace cultures, simple, straight-forward, understandable...POWERFUL! They have done a wonderful job! We're not in Kansas and the culture you create as a leader cannot be taken for granted anymore. Today's workforce is well educated and very fluid, and is simply unwilling to put up with a culture that does not truly engage people's passions through their jobs. Organizations that succeed in the future will have one thing in common, an engaging, energizing, uplifting culture where employees thrive because management "gets it". How do you get that kinda culture? Read the book...you'll love it! Mick Hager Author of MONKEY BUSINESS, 7 Laws of the Jungle for Becoming the Best of the Bunch! A Short Tale of a Company That Gets It! Gibbs Smith Publisher, March 2007 7 of 7 people found the following review helpful. A MUST read! By Judy PA as a "headhunter" of 15 years, I have been a consultant to companies who are trying to attract top talent to their organizations. I have also worked with top-notch candidates who are searching to associate themselves with companies who are the best in their fields. What I have found is, that, which most excites quality, talented, qualified individuals to a new employer, is the company's leadership, their purpose, their culture and their core values. After reading "There Is No Place Like Work", I concluded that this easy-to-read, easy-to-understand, easy-to-follow and easy-to-implement guide is a "must read" for every business owner, CEO, executive, manager and human resources professional. Kudos to Drs. Margolis and Wilensky for writing a handbook that can help businesses be the best that they can be.

Based on hands-on, real-world research and concepts used by CEOs, managers and employees in organizations ranging from Fortune 500 to nonprofit, *There Is No Place Like Work* shows how organizations have accomplished and can accomplish the ultimate goal of managing their CORE Culture. Successful management will help companies build a staff of motivated employees who feel, individually, that they are doing meaningful tasks in the right place—a workplace that offers a sense of belonging and opportunity for the individual and profits for the organization. A company's culture is not an amorphous and accidental phenomenon. This crucial element in long-range organizational success is definable, measurable and moldable. That process is called CORE Culture Management, and authors Margolis and Wilensky reveal how to master it by understanding CORE Culture and the Five P's. This guide will help you: Learn how to harness the Five P's, a set of key parameters delineating critical elements of your organization: Purpose, Philosophy, Priorities, Practices and Projections. Walk through developing your company's CORE Culture Map, which gives you a visual emblem of your organization's identity and core principles. Learn how to align your organization to the CORE Culture. This invaluable book employs a Wizard of Oz metaphor—making it easy to see how every worker can find the intrinsic intelligence, courage and heart within themselves to create a successful, high-performance workplace.

From the Author Culture is your organization's hidden asset and the key to creating and sustaining a successful organization. It should motivate and drive employees to achieve, produce and excel. But what is workplace culture and how do you harness its power? We wrote *There Is No Place Like Work* to explain how to analyze and define your CORE Culture, align it with your workplace practices and, as a leader, gain the insight necessary to shape it. The goal: to competitively express your organization's essential nature in a way that yields bottom-line success. This effort is not simply philosophical, although Philosophy is an element of it. This book is a practical tool for making more money, coping better with change and creating a genuinely dedicated workforce. *There Is No Place Like Work* is based on hands-on, real-world concepts we have used with CEOs, managers and employees in organizations ranging from the Fortune 500 to nonprofit. These organizations have accomplished the ultimate goal of managing their CORE Culture: to build a staff of motivated employees who feel individually that they are doing meaningful tasks in the right place—a workplace that offers a sense of belonging and opportunity for the individual and profits for the organization. From the Inside Flap *There Is No Place Like Work* is an easy-to-understand business parable about the importance of workplace culture in achieving organizational success and finding personal meaning through work. Inspired by *The Wonderful Wizard of Oz*, it tells the story of Dot, the founder and CEO of a successful company that has begun to falter. Dot embarks on a journey to Reflection City to meet the business whiz Mr. Insite. On her way, she encounters three individuals who might just remind you of three friends from Oz. They introduce her to the core elements that make their work personally fulfilling and that generate bottom-line success for their companies. Upon meeting Mr. Insite, Dot learns how to apply the wisdom she has earned so that she, too, can create a purposeful, satisfying and profitable work environment. Today's companies seek productive, committed employees. *There Is No Place Like Work* is indispensable for leaders who want to create successful workplaces with dedicated employees who are connected to the company, not just the job. Dr. Sheila L. Margolis and Dr. Ava S. Wilensky are the founding partners of CORE InSites Inc., a management consulting firm based in Atlanta, Georgia. They specialize in organizational culture and the strategic use of human resources. The model they present in this book is based on their research, which received the Georgia State University Andrew Young School of Policy Studies "Distinguished

Contribution to Human Resource Development Research Award." They are featured speakers at meetings and events, and their work has been published in academic and professional journals and magazines. From the Back Cover Learn How to Drive Profits and Create a Genuinely Dedicated Workforce "In There Is No Place Like Work, Drs. Margolis and Wilensky draw a parallel between the journey to Oz and the journey to a meaningful workplace. As you take this journey, you will learn how to analyze and manage your culture and create a workplace that fits who you are and what you want your company to be. The insights in There Is No Place Like Work give you a simply ingenious way to accomplish this goal." -Roger S. Baum, Great Grandson of L. Frank Baum, Creator of The Wonderful Wizard of Oz "Essential reading for every leader. Interesting and provocative with easy-to-apply insights that can change your work and your life." -Gail Evans, Former Executive Vice President, CNN, and Author, She Wins, You Win "This book very simply defines and illustrates what makes the best workplaces in business today. Many of us understand intuitively what makes these places superior, but this book breaks down and explains the structure piece by piece and does it in a clear, concise manner. I highly recommend this to anyone working to build the right workplace." -Bob Chandler, President, Patcraft Commercial, Shaw Industries "A lot of amazing information packed into a few easy-to-read pages. No one can afford NOT to read this book." -Joel E. Marks, President, Innovative Brokerage Solutions, Inc. "I loved There Is No Place Like Work for two reasons: (1) It's short, to the point and right on target; and (2) it gives clear guidelines that lead to a successful conclusion. In today's business environment, time is of the essence. This book can be read in an hour and provides insights for anyone who wants to improve their business. I'm going to order copies for my employees!" -Michael A. Leven, President CEO, U.S. Franchise Systems "Drs. Margolis and Wilensky's three P's - Purpose, Philosophy and Priorities - could be rolled into one additional P - Powerful. If your job or business is your home away from home, I agree, you're on your way to success." -Harry Maziar, Retired President CEO, ZEP Manufacturing Company and Executive in Residence, Kennesaw State University "Many leaders know what they want to do in their professional lives but are less familiar with how to create an organization that attracts people who are the best match for the company. There Is No Place Like Work guides leaders in successfully defining and managing their culture to build a dedicated workforce. It has applications in academic, professional and applied settings." -Deborah L. Levy, PhD, Harvard Medical School "These seasoned experts know what it takes to help you focus on success. Their keen insight is a gift to the business world!" -Robyn Freedman Spizman, Author, The Giftnary