

Read PDF The No Asshole Rule Building A Civilised Workplace And Surviving One That Isn't

time and money spent to get software development under control, that it remains so unmanageable? In *Managing the Unmanageable: Rules, Tools, and Insights for Managing Software People and Teams*, Mickey W. Mantle and Ron Lichty answer that persistent question with a simple observation: You first must make programmers and software teams manageable. That is, you need to begin by understanding your people—how to hire them, motivate them, and lead them to develop and deliver great products. Drawing on their combined seventy years of software development and management experience, and highlighting the insights and wisdom of other successful managers, Mantle and Lichty provide the guidance you need to manage people and teams in order to deliver software successfully. Whether you are new to software management, or have already been working in that role, you will appreciate the real-world knowledge and practical tools packed into this guide.

A "good" programmer can outproduce five, ten, and sometimes more run-of-the-mill programmers. The secret to success for any software company then is to hire the good programmers. But how to do that? In *Joel on Hiring*, Joel Spolsky draws from his experience both at Microsoft and running his own successful software company based in New York City. He writes humorously, but seriously about his methods for sorting resumes, for finding great candidates, and for interviewing, in person and by phone. Joel's methods are not complex, but they do get to the heart of the matter: how to recognize a great developer when you see one.

Shortlisted for the CMI Management Book of the Year *Practicing Strategy* is a groundbreaking new textbook focusing on the strategy-as-practice approach, which considers strategy not only as something an organisation has but something which its members do.

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By bringing together a number of distinctive investigations of strategy practice, this book will enrich your understanding of the dynamic process through which organizational strategies are created and executed. Key features: The first textbook to be based on insights from the strategy-as-practice perspective, making it an ideal core text for related modules

Packed with real-life mini case studies and a final section containing longer cases from Apple, Centrica, Marconi, Lafarge and Wikimedia, relating theory to practice

Chapters include learning objectives, summaries, discussion questions and further readings and a Companion Website contains additional online readings, to consolidate your learning and encourage in-depth analysis. *Practicing strategy* is an invaluable text for undergraduate and postgraduate students of advanced strategy modules.

Electronic Inspection Copy available for instructors here Visit the Companion Website at www.sagepub.co.uk/paroutis

In her twenty years of coaching employees and executives in leadership and team development, Dr. Tammy Dewar has often guided her clients through the stormy seas of office dysfunction. During the course of this work, she's heard about many bosses. Sadly, most of the stories have been negative. There have been mean bosses, bullying bosses, unfair bosses, unethical bosses, cheap bosses, inept bosses...the list goes on and on. In fact, one of the main themes she's encountered in her work is that it is bosses who are making lives miserable. But the day she asked a group of disgruntled workers what forgiveness for their errant boss might look like - a light went on. As a self-described "recovering festerer" herself, Dr. Dewar began to encourage her clients to apply a series of simple, practical techniques that would free them from the oppression of uselessly held grudges, and *How to Forgive Your Boss* was born. This lively, breezy, and eminently helpful manual on reconfiguring negative thought patterns into positive ones will most certainly be a great help to anyone who's ever had a bad boss. But its intelligent practices can also be applied to any negative, counter-productive thinking that's creating heavy baggage to drag around....

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an environment where that greatness can emerge.” The goal of EMPOWERED is to provide you, as a leader of product management, product design, or engineering, with everything you’ll need to create just such an environment. As partners at The Silicon Valley Product Group, Marty Cagan and Chris Jones have long worked to reveal the best practices of the most consistently innovative companies in the world. A natural companion to the bestseller INSPIRED, EMPOWERED tackles head-on the reason why most companies fail to truly leverage the potential of their people to innovate: product leadership. The book covers: what it means to be an empowered product team, and how this is different from the “feature teams” used by most companies to build technology products recruiting and coaching the members of product teams, first to competence, and then to reach their potential creating an inspiring product vision along with an insights-driven product strategy translating that strategy into action by empowering teams with specific objectives—problems to solve—rather than features to build redefining the relationship of the product teams to the rest of the company detailing the changes necessary to effectively and successfully transform your organization to truly empowered product teams EMPOWERED puts decades of lessons learned from the best leaders of the top technology companies in your hand as a guide. It shows you how to become the leader your team and company needs to not only survive but thrive.

"A study of toxic leadership in the U.S. military and an examination of ways to better the command structure through a revamp of the way leaders are trained and treated"--

Simplified Chinese edition of The World Beyond Your Head: On Becoming an Individual in an Age of Distraction

Do you want more free book summaries like this? Download our app for free at <https://www.QuickRead.com/App> and get access to hundreds of free book and audiobook summaries. Building a Civilized Workplace and Surviving One that Isn't How do you react when you meet a mean-spirited person? If you're anything like author Robert Sutton, you probably think: "Wow, what an asshole!" Maybe you call them something else, like bullies, creeps, jerks, tyrants, or egomaniacs. But overall, asshole seems to best capture the fear and loathing you have for these nasty people. Unfortunately, most of us have to deal with assholes in the workplace, and Sutton aims to show how destructive these people are to their colleagues and organizations. You'll learn how to keep these types of jerks out of the workplace as well as how to handle the ones you are stuck with. As you read, you'll learn the total cost of assholes in business, why emotionally distancing yourself is key, and how sometimes being an asshole can be effective.

Representing the author's year-long odyssey through 120 business books and contemporary business thinking, this guide is a launchpad for conversation, engagement, fresh thinking, and extracting insights. Centered around 10 key themes--including ethics, leadership, motivation, and innovation--the book

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provides ideas that can be applied to any business. Positing that no author has a monopoly on business truths, this exploration provokes a healthy debate about the role and value of business books and simultaneously serves as a toolbox from which readers can extract insights about current business thinking.

Most of us would recognize a star leader by their charisma, emotional intelligence and public communication prowess. What is truly impressive but often overlooked is the silent work of leadership that garners real results. Exercising influence in a complex and global organization – whilst also shaping and executing strategies across borders in a disruptive age – is the true mark of success as a leader.

Backstage Leadership takes a comprehensive look at the background processes that leaders must master in order to shape the culture, direction and capability of a successful company. With an emphasis on strategy, the author provides an integrated toolkit for developing your knowledge and skills as a 'backstage leader.' You will learn how to: Mobilize people towards new strategic directions Scan your business environment for threats and disruptive forces Diagnose and help to shape the culture of your organization Develop talent and capabilities towards a specific goal. Focusing on the key and consistent underlying processes of leadership, this book is essential reading for managers who wish to bring focus and coherence to their leadership role and integrate themselves within the engine of the organization.

HANDBOOK of IMPROVING PERFORMANCE IN THE WORKPLACE Volume 2: Selecting and Implementing Performance Interventions In this groundbreaking volume, leading practitioners and scholars from around the world provide an authoritative review of the most up-to-date information available on performance interventions, all presented within a holistic framework that helps ensure the accomplishment of significant results. Addressing more than 30 performance interventions, with such varied topics as Incentive Systems, e-Learning, Succession Planning and Executive Coaching, this volume guides readers through the development of comprehensive performance improvement systems. Each chapter illustrates in practical terms how to select, plan, implement, and manage performance interventions, as well as how to evaluate their results. Through best practices research, comparative analysis, illustrative case studies from around the world, and editorial guidance on how to link together diverse interventions, the handbook is an important guide for achieving desired results in the workplace and beyond. Sponsored by International Society for Performance Improvement (ISPI), the Handbook of Improving Performance in the Workplace, three-volume reference, covers three main areas of interest including Instructional Design and Training Delivery, Selecting and Implementing Performance Interventions, and Measurement and Evaluation.

Journal of Business Ethics Asian Journal of Business Ethics Applied Research in Quality of Life Handbook of Philosophical Foundations of Business Ethics, C. Lütge (Ed.), Springer, 2012

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The realities of today's economic environment have required that nonprofits, and those that raise money for them, make their case for support as strongly as possible. Warm and fuzzy appeals that tug at the heart strings have met with limited success. Assuming that funding targets intuitively know the value of the good work being done is unrealistic. The Key to Nonprofit Sustainability offers an abundance of pragmatic tips, tools, case studies, and techniques to make the process easy to understand and implement.

What is the secret of continuous innovation of product monster companies Amazon, Google, Netflix, Apple, and Tesla? Silicon Valley's strongest practical product project master returns again. This time he turned the noble leadership into an executive list in the practice process, so that seemingly ordinary talents can also be promoted to a first-class innovative team. The scientific and technological talents hired by the company cannot inject innovation into the product? The team uses lean, Kanban development tools, or can't build a good product?

A Guide to Leadership and Management in Higher Education shares an innovative approach to supervision, leadership, and management in the higher education workplace. Drawing from humanism and positive psychology, Fitch and Van Brunt weave together a compelling narrative for managing employees across generational differences. This book shares key leadership lessons and advice on how to inspire creativity, increase efficiency, and tap into the talents of your diverse, multi-generational staff. This guide offers practical and detailed advice on establishing new relationships, setting expectations, encouraging accountability, addressing conflict, and supervising difficult staff. Focusing on how to build and strengthen connections through genuineness and empathic caring, this book provides important guidance for today's college and university leaders.

Agile continues to be the most adopted software development methodology among organizations worldwide, but it generally hasn't integrated well with traditional security management techniques. And most security professionals aren't up to speed in their understanding and experience of agile development. To help bridge the divide between these two worlds, this practical guide introduces several security tools and techniques adapted specifically to integrate with agile development. Written by security experts and agile veterans, this book begins by introducing security principles to agile practitioners, and agile principles to security practitioners. The authors also reveal problems they encountered in their own experiences with agile security, and how they worked to solve them. You'll learn how to: Add security practices to each stage of your existing development lifecycle Integrate security with planning, requirements, design, and at the code level Include security testing as part of your team's effort to deliver working software in each release Implement regulatory compliance in an agile or DevOps environment Build an effective security program through a culture of empathy, openness, transparency, and collaboration

Working with Problem Faculty When asked to name their number one concern and problem, department leaders overwhelmingly said that it was dealing with difficult people. Now R. Kent Crookston draws on the wisdom of seasoned department chairs, the academic literature, and his own experience as a department head and dean to shed new light on this perennial problem. Working with Problem Faculty outlines a practical six-step process that aims at improving an entire department and charts a clear course for

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with easy-to-understand causes, effects and solutions to problems related to: Sexual harassment Bias and diversity Ethics lapses The book also includes helpful information on: Becoming an organization that values and practices fearlessness, fairness and freedom Anticipating situations that give rise to drama, with detailed advice on how to prevent it from happening Using emotional intelligence to communicate more precisely and persuasively about sensitive, controversial topics in the workplace Finally, the book's DIY section guides companies on how to: draft and enforce helpful policies (that employees will actually read and *want* to follow) design and deliver powerful and effective training programs investigate and resolve claims of sexual harassment and other types of misconduct. Together, these practical tools will help all your employees feel valued and motivated, and keep drama, disengagement, and lawsuits, away.

The No Asshole Rule Building a Civilized Workplace and Surviving One That Isn't Business Plus

"Fully a third of all library supervisors are "managing in the middle: " reporting to top-level managers while managing teams of peers or paraprofessional staff in some capacity. This practical handbook is here to assist middle managers navigate their way through the challenges of multitasking and continual gear-shifting. The broad range of contributors from academic and public libraries in this volume help librarians face personal and professional challenges by Linking theoretical ideas about mid-level management to real-world situations Presenting ways to sharpen crucial skills such as communication, productivity, delegation, and performance management Offering specific advice on everything from supervision to surviving layoffs Being a middle manager can be a difficult job, but the range of perspectives in this book offer strategies and tips to make it easier."

A breakthrough in management thinking, "weird ideas" can help every organization achieve a balance between sustaining performance and fostering new ideas. To succeed, you need to be both conventional and counterintuitive. Creativity, new ideas, innovation—in any age they are keys to success. Yet, as Stanford professor Robert Sutton explains, the standard rules of business behavior and management are precisely the opposite of what it takes to build an innovative company. We are told to hire people who will fit in; to train them extensively; and to work to instill a corporate culture in every employee. In fact, in order to foster creativity, we should hire misfits, goad them to fight, and pay them to defy convention and undermine the prevailing culture. *Weird Ideas That Work* codifies these and other proven counterintuitive ideas to help you turn your workplace from staid and safe to wild and woolly—and creative. In *Weird Ideas That Work* Sutton draws on extensive research in behavioral psychology to explain how innovation can be fostered in hiring, managing, and motivating people; building teams; making decisions; and interacting with outsiders. Business practices like "hire people who make you uncomfortable" and "reward success and failure, but punish inaction," strike many managers as strange or even downright wrong. Yet *Weird Ideas That Work* shows how some of the best teams and companies use these and other counterintuitive practices to crank out new ideas, and it demonstrates that every company can reap sales and profits from such creativity. *Weird Ideas That Work* is filled with examples, drawn from hi- and low-tech industries, manufacturing and services, information and products. More than just a set of bizarre suggestions, it represents a breakthrough in management thinking: Sutton shows that the practices we need to sustain performance are in constant tension with those that foster new ideas. The trick is to choose the right balance between conventional and "weird"—and now, thanks to Robert Sutton's work, we have the tools we need to do so.

Traditional Chinese edition of *Difficult Conversations: How to Discuss What Matters Most* by Douglas Stone. In Traditional Chinese. Annotation copyright Tsai Fong Books, Inc. Distributed by Tsai Fong Books, Inc.

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