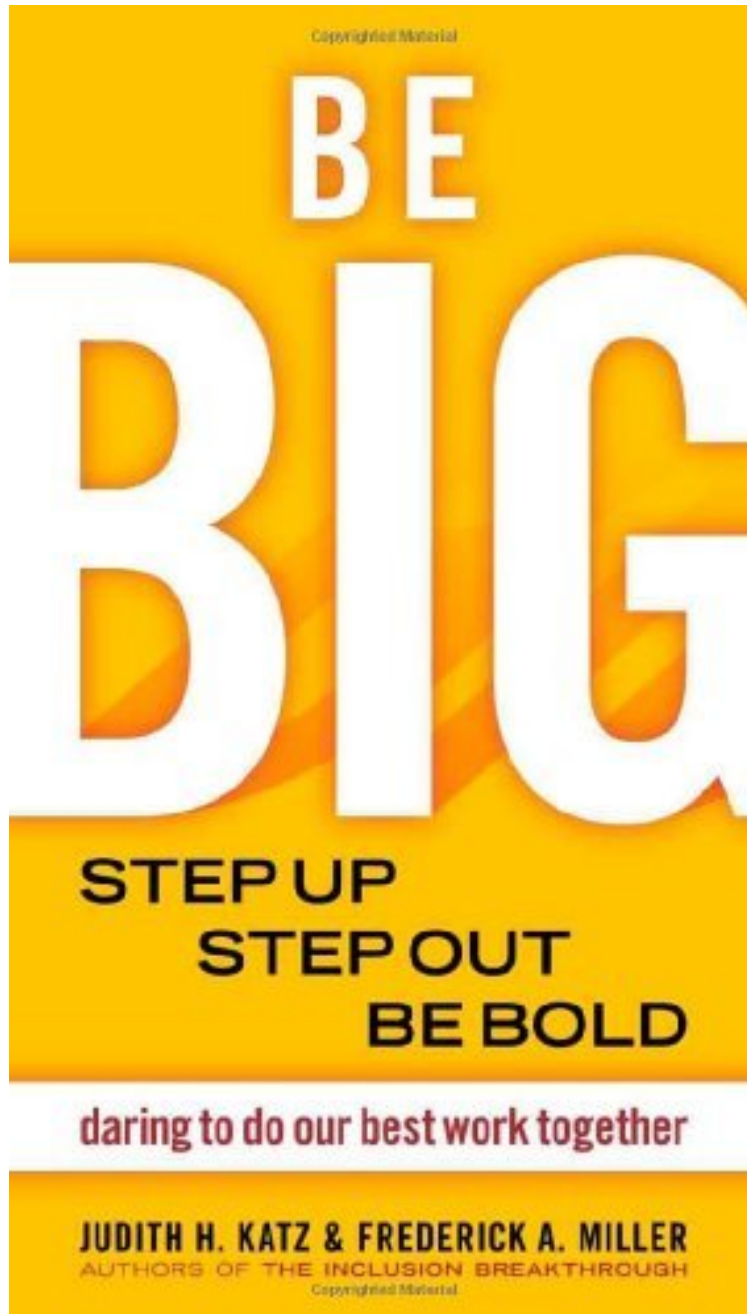


Be Big: Step Up, Step Out, Be Bold: Daring to Do Our Best Work Together

Judith H. Katz, Frederick A. Miller
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Judith H. Katz, Frederick A. Miller : Be Big: Step Up, Step Out, Be Bold: Daring to Do Our Best Work Together before purchasing it in order to gage whether or not it would be worth my time, and all praised Be Big: Step

Up, Step Out, Be Bold: Daring to Do Our Best Work Together:

0 of 0 people found the following review helpful. Brilliantly simple illustration of complex dynamics
By Michael Welp
I love this book. It is a quick read with fun pictures. Most of how we get in our own and each others way in organizations is subtle and almost invisible. Yet this book puts it right out there - listed as check lists where I can see myself and others as clear as day. This book is a powerful tool for supporting ourselves and each other being at our best.
Michael Welp, Ph.D. Father, Organizational Consultant and Author
1 of 1 people found the following review helpful. Perfect Pick Me Up and Inspirational Kick in the Pants
By Jeff HA co-worker of mine gave me a copy of this book and I'm happy to say that it kicked me in the pants just when I needed it. Everyone knows they should voice their opinions and be bold, but we sometimes forget how important it is in leading the fullest life we can live. I keep the book on my shelf near my desk a work and flip through the pages when I'm feeling like I need a push to be stronger at work.
0 of 0 people found the following review helpful. Be Big is Simply Brilliant
By Coleen M. Paratore
Be BIG is a gem of a book, brilliant in its simplicity. I devoured the book in an hour and bought three more copies to send to friends. KUDOS to Judith Katz and Fred Miller for encouraging us to be the biggest-brightest-best people we can be in the world. Bravo, bravo, bravo! Coleen Murtagh Paratore, author [...]

Too many people have decided the safest way to get through life is to be small. They've decided it's too dangerous to think big, to speak out, to take risks. But, particularly today, organizations need people to step up. to bring more of themselves to the workplace, to contribute more and have a bigger impact on the success of the organization. This inspiring, charmingly illustrated book challenges each of us to show up more fully as individuals and in our interactions with others, and to find ways to be big together. In straightforward, incisive language Miller and Katz help us understand all of the many, sometimes subtle ways we make ourselves small. They show how we make others small as well, and how these same attitudes can keep us from working together effectively. And they encourage us to nourish new attitudes that will make us, our co-workers, and our organizations bigger.

From the Publisher
Organizational leaders praise Be BIG "Be BIG is an inspirational book on recognizing the Bigness in yourself and others, removing the blinders and partnering to make a difference in the world." --Hal Yoh, Chair and CEO, Day Zimmermann "Enthusiastically reading Fred and Judith's book Be BIG makes me wonder why, I or anyone, would ever consider being small again? And why would we miss the thrills of being BIG together --two or more BIGs make a gigantic great!"--Edith Whitfield Seashore, consultant and co-author (with Beverley Patwell) of Triple Impact Coaching: Use-of-Self in The Coaching Process "Every organization wants to be the best. This book deals with the most fundamental requirement to make it happen--how to help every associate be their best! Its message is fun, quick and impactful. A great team read." --Jim Miller, President, Institutional NA Sector, Ecolab, Inc. "This book boldly illustrates what's needed next once an organization is committed to inclusion and diversity. If difference is going to make a difference, everyone needs to be seen and heard, everyone needs to be valued, everyone needs to be BIG. Using direct, clear, uncompromising language, Katz and Miller give us a provocative, new lens to enlarge ourselves and others, and to see the true, long-term payoffs of inclusion." --Peter F. Norlin, PhD, Executive Director, Organization Development Network "Be BIG should remind every leader of an organization that stepping up, stepping out and being bold is very difficult for many and impossible for all if the leader doesn't create an environment of "We BIG to Win BIG." --Larry D. DeShon, Executive Vice President, Operations, Avis Budget Group "Be BIG simply and clearly offers tips you can implement at work tomorrow to help you and your company reach your very best as you do the best for others as well." --Dr. Mark S. Albion, cofounder, Net Impact and New York Times best-selling author of Making a Life, Making a Living, and True to Yourself: Leading a Values-Based Business "As a leader and manager, this book offers me a simple reminder that it is my responsibility to help those who work for me to be their BIG selves. Seeing myself as BIG, and seeing my team as BIG, positions us to do our best work together!" --Cindy Szadokierski, Vice President, ORD, United Airlines "Be BIG is a deceptively simple presentation of some important ideas about reaching your potential as a person and as a team member. In our increasingly interdependent world, learning how to 'Step Up, Step Out and Be Bold' in ways that enable others to do the same is a vitally important skill." --L. David Brown, Associate Director for International Programs, Hauser Center for Nonprofit Organizations, Harvard University "Be BIG will tell you what you probably already know -- that bringing your best self to your work will empower you and your team to accomplish so much more. It will also tell you what you probably don't know, exactly how to do it and how to help others do the same. It will forever change your perception of what you can achieve." --Jonah Sachs, President, Free Range Studios "This is a refreshingly straight forward and genuine look at what it takes to make a significant contribution to our organizations and our careers in those organizations. This little book is as BIG as it wants us to be..." --Bailey W. Jackson, Ed.D, Chair, Social Justice Graduate Education, School of Education, University of Massachusetts, Amherst "Be BIG offers profound insights into simple yet powerful ideas to enable people to show up BIG in life and contribute fully in their work." --Maya Hu-Chan, President, Global Leadership Associates "This is a wonderful book about three important, but elusive, imperatives for success: being your full self,

seeing others as they really are, and the power of partnering. It's full of clear ideas and straightforward advice that will help you to be Bigger, Better, and Bolder at work, at home and at play!" --Robert J. Marshak, Ph.D., Scholar in Residence, American University and author of *Covert Processes at Work: Managing the Five Hidden Dimensions of Organizational Change*. "Be BIG illustrates how throwing off what limits us and our interaction allows us to excel and to enjoy our true potential." --Joel Lamstein, President, John Snow, Inc. (JSI) "Companies are desperate for all employees to be present and contribute everyday. Be BIG... explains why employees choose not to show up and how it hurts everyone in the organization. The book provides a clear way for each person to be the best they can and to help their companies reach their goals." --Raymond Necci, President and COO, Connecticut Light Power and Yankee Gas "Judith and Fred are challenging us to grow UP and be present! We live in a time when we need our best selves to confront the increasingly complex economic, social and technical problems of our society. Their call is both brave and essential. I believe that if you dare to step into this book with both feet, you will come away with more than you ever imagined--for yourself, for others and for the world." --Sandra Janoff, Ph.D., Co-Director, Future Search Network "Everyone who works with or for an organization needs to read this book and practice the messages. Be BIG is fun, easy to read, and powerful. I wish I would have had it to read ages ago when I first went to work for a corporation." --Julie O'Mara, consultant, author, O'Mara and Associates "The universal answer on how to live has never been told in such a clear, simple and compelling manner. The practical operating instructions for living a fulfilled life are all here in this short, timeless book." --Claude F.G. Elsen, Managing Partner, Consilux, Luxembourg "Judith and Fred have again given us a gift and extended to us a wonderful invitation to set our mind on a 'Be BIG' channel. This book will engage us to help others and help ourselves move toward a very daring but rewarding challenge...taking the time to create the WE." --Mila N. Baker, Ph.D., Vice President, Human Resources, Source Media Publishing "What simple, powerful, and empowering ideas! If each of us takes to heart and implements even a fraction of them, we will change ourselves, our partnerships and relationships, and even the world immeasurably for the better. Get this book, internalize its message, and live it in your life!" --Bernardo M. Ferdman, Ph.D., Diversity/Inclusion consultant and Professor, Marshall Goldsmith School of Management, Alliant International University "Discover how to Be BIG yourself, then give this little book to everyone in your company and encourage them to not only dare to dream, but make those dreams a reality." --Glenn Bates, Director, Glenn Bates Consulting Pty Ltd., Board and Executive Development "Fred and Judith continue to challenge all of us to work for the hardest change of all--the change within ourselves." --Karen Johns, President of the Johns Group "Be BIG helps us to see that in BIGness we make our organizations and this world a better place for each one of us." --Vicar Rick Kremer, New England Synod, Evangelical Lutheran Church in America "This book speaks powerfully, the message is clear, the more we help each other to Be BIG--authentic, contributing and valued--the more likely we are to succeed in our lives and in our work." --Jeanne Neff, President, The Sage Colleges, Troy, New York "After nearly 40 years of work experience I have learned that 'group think' is invariably better than 'solo think' and those organizations who do the best at weaving one-of-a-kind individuality into team accomplishment, have a competitive edge. If Katz Miller's Be BIG message can inspire anyone who is keeping their unique light under a basket, they will have brightened any CEO's day." --Gino J. Pazzaglini, MSW FACHE, President/CEO, Seton Health System, Troy, New York

Daring to Do Our Best Work Together Too many people have decided that the safest way to get through life is to be small. But organizations need people to step up and be big. People have to bring more of themselves to the workplace, to contribute more and have a bigger impact. Be BIG challenges each of us to show up more fully as individuals and in our interactions with others and to find ways to be big together. "There exist hundreds of books that aim to coach the individual (me) in the workplace; even more are written to help managers and leaders bring the best out in their employees (you). And a few books touch on the subject of the we of a company, organization, or group. The gem you are holding brings me, you, and we together into one small miracle of a book that has BIG implications for you, your job, and your workplace. I recommend Be BIG to anyone ready to step into a livelier, more fulfilling, and more generous way of being." --Elizabeth Lesser, cofounder, Omega Institute, and author of *Broken Open: How Difficult Times Can Help Us Grow* and *The Seeker's Guide* "Be BIG is a simple yet brilliant call to action for respect, inclusiveness, and our individual and collective empowerment." --Claudette Whiting, General Manager of Global Diversity and Inclusion, Microsoft "Illustrates how greater voice and partnership will drive each person and team to do their best work and collectively achieve the goals of the organization." --John Bader, Vice President, Customer and Enterprise Services, Allstate Insurance Company "If you don't bring your full self to work, then it is impossible to develop, learn, and grow. Judith and Fred have written the ultimate guide to career development. A perfect book to create a dialogue with peers, direct reports or friends." --Beverly Kaye, CEO/Founder, Career Systems International, and coauthor of *Love 'Em or Lose 'Em: Getting Good People to Stay and Love It, Don't Leave It: 26 Ways to Get What You Want at Work* About the Author Judith H. Katz is the Executive Vice President of The Kaleel Jamison Consulting Group, Inc. A dynamic speaker and internationally known author, she has published numerous articles related to change management, the development of high performing inclusive organisations, and issues of oppression and diversity. Judith has also published over 50 articles on issues related to change management, the development of high performing inclusive organisations, and oppression and diversity. A pioneer and leading authority on creating cultures of inclusion that are

high performing and enable each person to do their best work, Fred Miller was noted in *The Age of Heretics* (Currency Doubleday, 1996) as one of the forerunners of corporate change. In his 30 plus years of experience he has worked with numerous CEOs and senior-level executives. Fred has also been involved with many Founders as they transition from a "foundercentric" culture to one of a professional management staff. He was involved with this transition at Ben Jerry's Homemade, Inc., where he was on the board of directors for eight years.