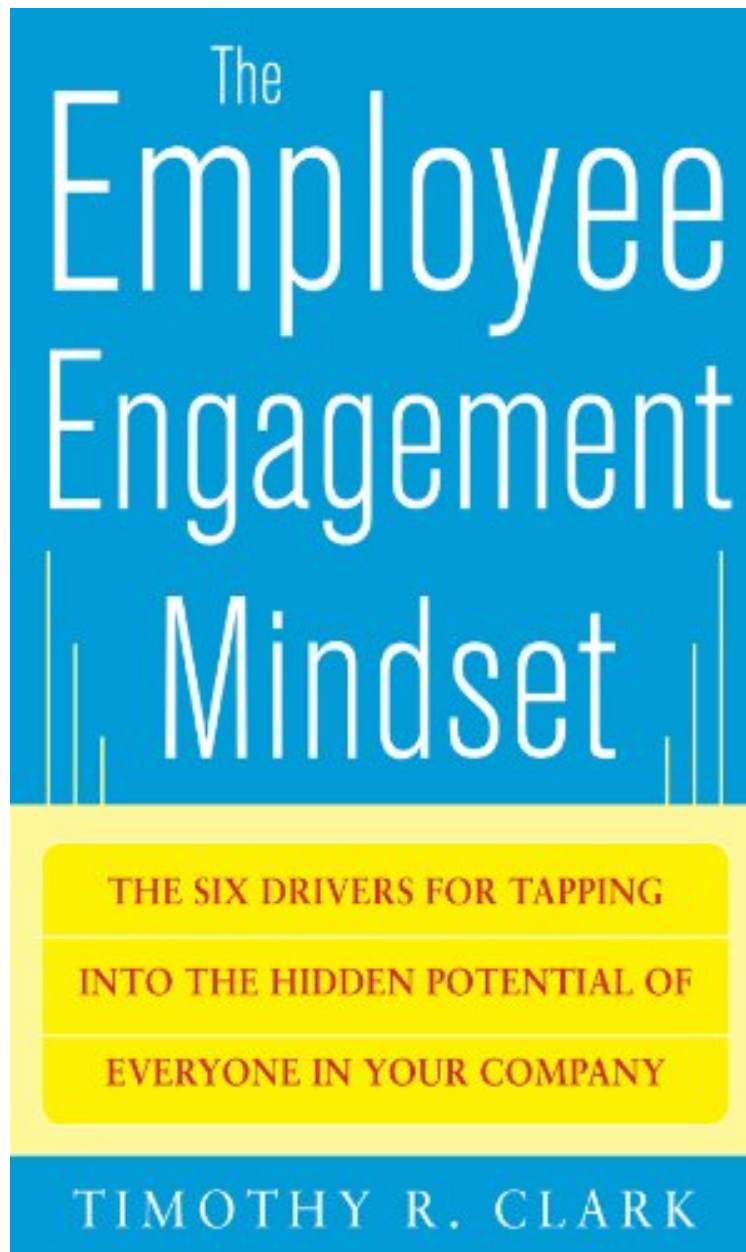


[Free pdf] The Employee Engagement Mindset: The Six Drivers for Tapping into the Hidden Potential of Everyone in Your Company

The Employee Engagement Mindset: The Six Drivers for Tapping into the Hidden Potential of Everyone in Your Company

Tim Clark

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praised *The Employee Engagement Mindset: The Six Drivers for Tapping into the Hidden Potential of Everyone in Your Company*:

3 of 3 people found the following review helpful. We all need this!
By JCThis book makes so much sense. If you (like me) have ever mistakenly thought that your boss should do more to keep you motivated and engaged in your work, think again. This book is so worth reading and is currently my favorite business book. The concepts in here are extremely motivating (and practical) and reiterate that our success is up to ourselves and that we can't depend upon others for the motivation to achieve that success. As an employer, I have seen employees who seem naturally engaged and who are self-starters, and who need little to no efforts on my part to help them stay engaged to perform. I've also worked with some whom I felt wouldn't do much without constant motivational speeches. This book has so much depth on the subject and teaches us with powerful examples and insights that we all need to be in control of our own engagement, and thus results. That concept seems obvious (now) but not everyone sees it that way and needs to be taught. I will be getting several copies for my employees because I think everyone should read this book.
2 of 2 people found the following review helpful. great informative read
By Judy SeegmillerThe data that points to the six drivers described in the book is fascinating. I appreciated the diligence of the research into employee engagement. The comments, examples and thoughts from so many "prominent" scholars, authors whose names are recognizable throughout the book just reinforces all the research. It not only breaks down the behaviors but does it in a way that step-by-step are very helpful. It is an easy to follow and well written/thought out book. It is a book that will help not only business leaders/employees but leaders and employees in the private and educational sector as well. I sent one as a gift to a college coach that I think will help him engage his team of athletes in shaping, connecting, learning, stretching, achieving and contributing to their team as a whole. This is a well written book that will help leaders AND their employees increase their business model.
0 of 0 people found the following review helpful. Own Your Own Engagement
By D. MaxfieldThis is no ordinary book about Employee Engagement. Most research, books and articles today focus on the organization's responsibility for creating conditions of employee engagement. Mr. Clark, however, focuses on the control that employees have over their own engagement. "Organizations are responsible for enabling conditions. As an individual, you're responsible for enabling behavior....A significant finding from our research about highly engaged employees: even in poorly performing organizations with lousy work conditions, limited resources, and few opportunities, those who are highly engaged still take responsibility and own their own engagement." This is a refreshing viewpoint for workplaces where a common question is, "What is the organization going to do for me?", and puts the control directly back in the hands of the employee.

When it comes to employee engagement, Timothy R. Clark goes where no one has gone before. One of today's leading experts on the subject, Clark reveals that the business world has been focusing on only half the question—namely, the organization's role in driving employee engagement. Clark points to the other interested party—the employee. Through extensive research, the author has discovered that approximately 75 percent of employees are not fully engaged with their work—a frighteningly high number with frighteningly dire consequences for both companies and individual employees. *The Employee Engagement Mindset* is a step-by-step guide to reversing this pattern, one employee at a time. Clark breaks it all down into six key behaviors: Connecting: Form solid relationships with coworkers and align your behavior to the organization's culture and goals Shaping: Seize opportunities for tailoring experiences based on your personal preferences Learning: Take proactive measures to learn at or above the speed of change Stretching: Move out of your comfort zone and take calculated risks Achieving: Accomplish your goals Contributing: Make personal contributions that drive lasting positive change to others and to the company *The Employee Engagement Mindset* provides practical advice on how any employee can put him or herself on the fast track to true engagement using this six-part model. Simply put, every engaged employee is worth his or her weight in gold. Whether you're in charge of driving employee engagement or feel the need to take personal responsibility for excelling at work, *The Employee Engagement Mindset* tells you everything you need to know. "Clark and his team discovered some surprising truths about highly engaged people that cross cultural, demographic, and industry lines. *The Employee Engagement Mindset* unlocks the door to our own personal and professional connectedness." —Marshall Goldsmith, author of the New York Times bestsellers *MOJO* and *What Got You Here Won't Get You There* "[*The Employee Engagement Mindset*] lays out in clear, practical terms how highly engaged people think and what they do. I highly recommend it." —Vai Sikaheima, NBC Philadelphia sports anchor and former NFL All-Pro, Philadelphia Eagles "[*The Employee Engagement Mindset*] captures the emerging search for meaning and purpose in organizations and offers fantastic concepts, tools, and examples of how to go beyond rhetoric to action and resolve." —Dave Ulrich, professor, Ross School of Business, University of Michigan and partner, The RBL Group "There has been a lot written about employee engagement from the leaders' perspective. What excites me about *The Employee Engagement Mindset* is that it is written for employees. It offers a blueprint for high engagement that really works." —Patricia Longshore, vice president, Duke Corporate Education "The six drivers introduced in this book have the powerful capacity to enrich your life, no

matter where you are on the engagement spectrum. Read this bookdash;for both inspiration and practical strategies to supercharge your organization!"dash;Elliott Masie, chair, The Learning CONSORTIUM "Clark advances a well-considered approach to creating a culture of superior employee engagement. This is a worthy read for every aspiring leader."dash;Douglas R. Conant, former president and CEO, Campbell Soup Company and New York Times bestselling author of TouchPoints

About the AuthorTimothy R. Clark is founder and CEO of TRClark, a consultancy that provides advisory services in strategy, large-scale change, employee engagement, and executive development. He is the author of Epic Change: How to Lead Change in the Global Age and The Leadership Test: Will You Pass? His clients include Accenture, Broadcom, Disney, Dow Chemical, Honeywell, Intel, Microsoft, Motorola, NASA, Stanford University, and Wells Fargo Bank. Clark earned a doctorate from Oxford University.