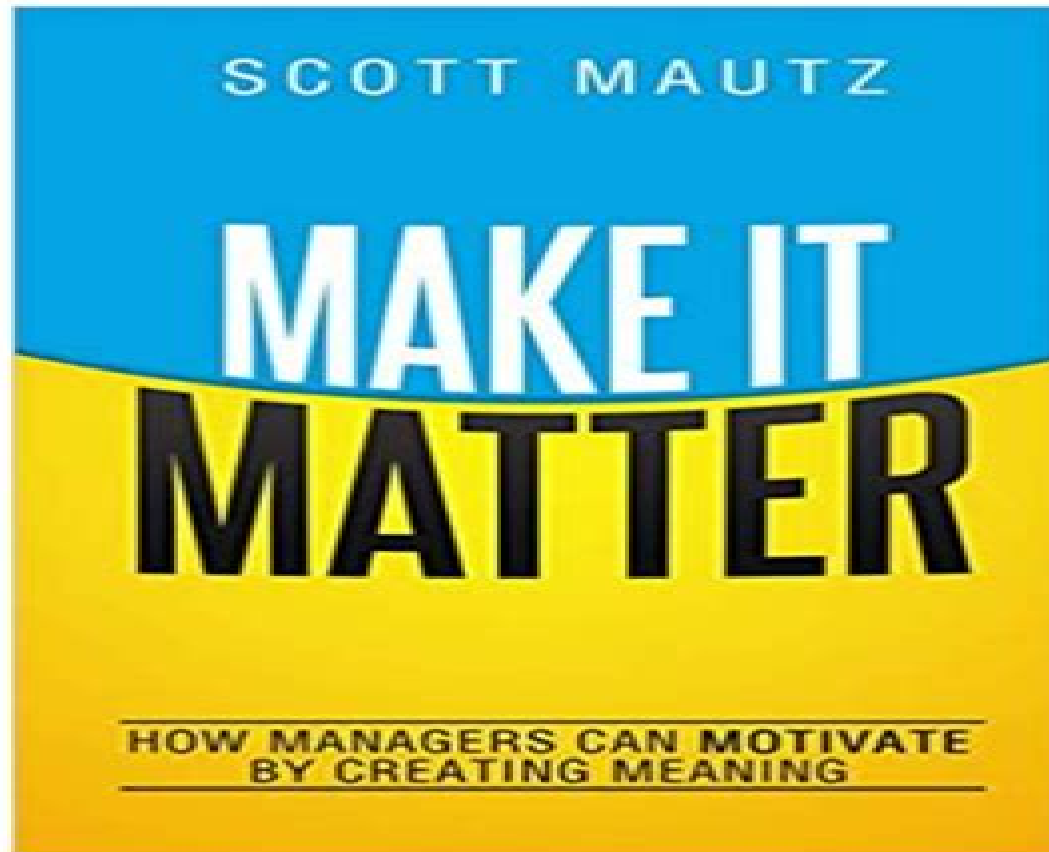


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# Make It Matter How Managers Can Motivate By Creating Meaning

**Patricia Pulliam Phillips, Jack J.  
Phillips, Rebecca Ray**



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**Make It Matter** Scott Mautz, 2015-03-04 How do you motivate the disengaged and further engage the engaged The answer is to foster meaning at work and give work a greater sense of personal significance thus making work matter The startling truth is that 70% of the workforce is disengaged their bodies may put in long hours but their hearts and minds never punch in This is a terrible dilemma for organizations trying to motivate employees to do more with less Make It Matter is the antidote to crisis levels of disengagement and the first book that serves as a practical yet inspiring how to guide for motivating by creating meaning the motivational force of our times Distilling research case studies stories and interviews with managers at great companies to work for leadership expert Scott Mautz unveils 7 essential Markers of Meaning that can be triggered to create meaning in and at work You ll get dozens of tools and learn about the power of Direction Reframe work to add meaning and motivation and help people find a sense of significance and purpose in what they do Discovery Craft the richest kind of opportunities to learn grow and influence while helping people feel valued Devotion Cultivate an authentic caring culture master meaning making leadership behaviors and drive out corrosive behaviors that can unknowingly drain meaning at work When people feel that they matter they give their all Channel that power and everyone profits

**Make it Matter** ,2015 **Make It Matter** Douglas Lennihan, 2021-05-18 Distilling reams of research case studies stories and interviews with managers at great companies to work for the author unveils 7 essential Markers of Meaning that can be triggered to create meaning in and at work You ll get dozens of tools and learn about the power of Direction Reframe work to add meaning and motivation and help people find a sense of significance and purpose in what they do Discovery Craft the richest kind of opportunities to learn grow and influence while helping people feel valued and valuable Devotion Cultivate an authentic caring culture master meaning making leadership behaviors and drive out corrosive behaviors that can unknowingly drain meaning at work

Meaning-Centered Leadership Barbara E. Bartels, C. Edward Jackson, 2021-01-15 Today s multigenerational fast paced work environment is causing employees to rethink their work Today it is less about the paycheck and more about seeking a meaningful and purpose driven career As we spend more time in the workplace and technology makes working from anywhere more commonplace it is more vital than ever to create a work environment that instills meaning both in the workplace and in our lives Research shows that the vast majority of employees 85% worldwide are disengaged which is killing employee happiness and satisfaction and thereby affecting the bottom line Meaning Centered Leadership will inspire and incite readers to create meaning in their organizations so their employees have higher engagement and are more fulfilled By creating meaning we can turn employee engagement levels upside down creating a powerful more productive and overall happier place to work The 3Es of Meaning Centered Leadership Engagement Empowerment and Expertise will provide leaders ways to develop behaviors and strategies that in turn will inspire employees to love their jobs and their lives Happier employees lead to healthier work environments and higher

engagement positively impacting the bottom line      The Optimistic Workplace Shawn Murphy, 2015-10-28 While you can't personally transform the corporate culture you can influence the workplace climate and create meaningful and lasting change Supported by the latest research this eye opening book argues that our best work is the product of a positive environment When it comes to work these days we're expected to do more with less but is this nose to the grindstone philosophy the best way to run a business Alarmingly low employee engagement numbers indicate otherwise So if pushing everyone harder isn't the path to productivity what is Advocating a steward model of management The Optimistic Workplace reveals how to Explore personal and organizational purpose and align them for astonishing results Overcome resistance and skepticism Build camaraderie and deepen loyalty Increase intrinsic motivation Help your team find meaning in their work Identify goals collaboratively and track progress Examples from companies large and small demonstrate how this people-centric focus ignites employee potential increases innovation and catapults the organization to new levels of performance The Optimistic Workplace presents an array of surprisingly simple strategies as well as practical 30 60 and 90 day plans designed to focus your actions and make employee optimism not just a worthy goal but a real and measurable result

Proving the Value of Soft Skills Patricia Pulliam Phillips, Jack J. Phillips, Rebecca Ray, 2020-08-04 A Step by Step Guide to Showing the Value of Soft Skill Programs As organizations rise to meet the challenges of technological innovation globalization changing customer needs and perspectives demographic shifts and new work arrangements their mastery of soft skills will likely be the defining difference between thriving and merely surviving Yet few executives champion the expenditure of resources to develop these critical skills Why is that and what can be done to change this thinking For years managers convinced executives that soft skills could not be measured and that the value of these programs should be taken on faith Executives no longer buy that argument but demand the same financial impact and accountability from these functions as they do from all other areas of the organization In Proving the Value of Soft Skills measurement and evaluation experts Patti Phillips Jack Phillips and Rebecca Ray contend that efforts can and should be made to demonstrate the effect of soft skills They also claim that a proven methodology exists to help practitioners articulate those effects so that stakeholders hearts and minds are shifted toward securing support for future efforts This book reveals how to use the ROI Methodology to clearly show the impact and ROI of soft skills programs The authors guide readers through an easy to apply process that includes business alignment design evaluation data collection isolation of the program effects cost capture ROI calculations results communication Use this book to align your programs with organizational strategy justify or enhance budgets and build productive business partnerships Included are job aids sample plans and detailed case studies      *The Mentally Strong Leader* Scott Mautz, 2024-05-07 2025 International Book Award winner This book will prove an indispensable resource again and again Dan Pink 1 New York Times bestselling author of The Power of Regret When and To Sell is Human Train your brain for achievement Award winning bestselling author Scott Mautz defines mental strength as the ability to self regulate

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**Hire Smart from the Start** Dave Carvajal,Dorothy Grover Bolton,2018-01-17 This book distills lessons gained from the author s 20 years of experience building out and staffing two enormously successful Internet startups and helping firms land the talent they need to reach their greatest potential Don t rely on instincts alone Hiring is king and while the lesson seems so basic so many good companies stumble and lose their stride just when they were poised for rapid growth Why Their leaders treated hiring as a tedious chore They posted an ad hoc ad Took the first person with the right skills Hired for immediate needs rather than future flourishing Whether you re a high tech entrepreneur taking a startup public or a food truck vendor with a concept that s taking off Hire Smart from the Start offers a proven formula to help you Find candidates whose values and working style fit your business Spot the 5 types of applicants you should never ever hire Motivate reach candidates to leave their jobs and take a chance on your vision Develop meaningful incentives that make people stay Accelerate success hire smart from the start This book shows you how

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**How Leaders Can Motivate Others by Creating Meaning** Scott Mautz,2020 Up to 70 percent of today s workforce is disengaged Perks promotions or pay can temporarily re engage employees but it s

meaning that does it on a consistent basis Meaning is proven to unlock the deepest level of engagement as well as the peak performance that goes with it This course teaches leaders how to motivate their teams by creating meaning Best selling author and speaker Scott Mautz describes the six markers of meaning the conditions leaders can foster to create meaning in and at work and practical ways to implement them Learn how to define a shared purpose provide opportunities for growth create a learning environment grant autonomy and more These actionable techniques are key to making work matter and enhancing the personal growth and fulfillment of all your staff *Transactions* National Safety Council,1976

**Organizational Behavior** Marshall Sashkin,William Clinton Morris,1984 **Sport Psychology** Mark Howard Anshel,2003 Sport Psychology From Theory to Practice Fourth Edition fills a need for an applied sport psychology book based on credible published research A deliberate attempt is made to base application on theory while avoiding scientific and statistical jargon so readers at various levels of education past experience and expertise can feel comfortable with the book s content Sport examples from media publications and from the author s own experiences as a sport psychologist nurture the connection between the professional literature and real life sport experiences **Sport Psychology** Mark H. Anshel,1997 The purpose of this text is to link research in sport psychology with techniques to implement the research in real world settings This is truly an introductory text and assumes the students have less of a background in sport psychology than many competing texts In addition the tone of this text is more informal than most competing texts A strength of the text is that it describes explains and applies each concept using real world examples Anshel offers a very applied approach supported by research NOTE Anshel points out that none of the competing texts include communications or counseling chapter his does an important selling feature Also these books lack not surprisingly a sense of humor Ansel s is very well written human accessible book **Industrial Management** ,2004 Business Marketing ,1988 **Journal of the National Education Association** ,1960 NEA Journal National Education Association of the United States,1959 Brandfaces ,2003 **The New York Times Magazine** ,2002

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