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5 Conversations - How to Transform Trust, Engagement and Performance at Work (English Edition)

"The principles behind 5 Conversations are exactly the same as those applied in the British Olympic Rowing Team to help us build strong teams and win Olympic Gold medals"

Steve Williams OBE, double Olympic Gold medallist

Par Nick Cowley, Nigel Purse

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How to transform trust, engagement and performance at work

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Par Nick Cowley, Nigel Purse : 5 Conversations - How to Transform Trust, Engagement and Performance at Work (English Edition) before purchasing it in order to gage whether or not it would be worth my time, and all praised 5 Conversations - How to Transform Trust, Engagement and Performance at Work (English Edition):



Description :

Prsentation de l'diteurResearch shows that successful businesses are those where employees are really engaged - how do they achieve this? Complex organisation initiatives or something more personal? In today's world of work, with all its jargon, processes, KPIs and technology, we have forgotten a simple truth:

the power of authentic, two-way, human conversations to build relationships, trust, and engagement. This book comes from 30 years of learning from world-class organisations, tried and tested leadership coaching techniques and emergent thinking on neuroscience and employee behaviour. The result is a simple guide to why, when and how to hold five critical conversations with people you manage, which - with a little courage and authenticity - have been proven to dramatically improve trust, relationships, motivation and performance at work. Try them!

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Biographie de l'auteur This is Nick's first book and has been an opportunity to draw on his wealth of management experience in major corporations. Before joining The Oxford Group in 1994, his career included roles with British Airways, Bayer AG and Whitbread in operational management, HR and OD across Europe and the Middle East. Nick gained particular corporate expertise in leading international projects, participating in merger and acquisition activity and significant organisational change programmes, as well as designing and implementing learning and development architecture. As a Director of The Oxford Group, he has a particular responsibility for acquiring and growing client relationships over the long term. He also leads the development of our Management Development services and works as an Executive Coach. In 2013, Nick led the development of The Oxford Group's 5 Conversations programme, the concept from which this book was created.

Nigel is an experienced facilitator, writer and speaker whose passion lies in developing management and leadership capability in both new and senior leaders in organisations worldwide. He is Chairman and Director of The Oxford Group, which he co-founded in 1987 following a career in HR and business management with the Mars Corporation and Burmah Oil. Under Nigel's leadership The Oxford Group has grown from its roots as a small company specialising in behavioural assessment to a global consultancy providing leadership and management development as well as executive coaching. Believing in the importance of employees being engaged with the values of their organisation, he also remains personally involved in the recruitment, induction and development of new Oxford Group consultants worldwide. In 2013, Nigel was instrumental in the development and launch of the 5 Conversations programme.