

Everybody Matters The Extraordinary Power Of Caring For Your People Like Family

"A guidebook for how leaders can motivate, engage, and recognize their people all the while growing the business profitably."

—Forbes.com Every year, thousands of visitors come from around the world to visit Menlo Innovations, a small software company in Ann Arbor, Michigan. They make the trek not to learn about technology but to witness a radically different approach to company culture. CEO Rich Sheridan removed the fear and ambiguity that typically make a workplace miserable. With joy as the explicit goal, he and his team changed everything about how the company was run. The results blew away all expectations. Menlo has won numerous growth awards and was named an Inc. magazine "audacious small company." Joy, Inc. offers an inside look at how Menlo created its culture, and shows how any organization can follow their methods for a more passionate team and sustainable, profitable results.

"Bob Chapman, CEO of the \$1.7 billion manufacturing company Barry-Wehmiller, is on a mission to change the way businesses treat their employees." - Inc. Magazine Starting in 1997, Bob Chapman and Barry-Wehmiller have pioneered a dramatically different approach to leadership that creates off-the-charts morale, loyalty, creativity, and business performance. The company utterly rejects the idea that employees are simply functions, to be moved around, "managed" with carrots and sticks, or discarded at will. Instead, Barry-Wehmiller manifests the reality that every single person matters, just like in a family. That's not a cliché on a mission statement; it's the bedrock of the company's success. During tough times a family pulls together, makes sacrifices together, and endures short-term pain together. If a parent loses his or her job, a family doesn't lay off one of the kids. That's the approach Barry-Wehmiller took when the Great Recession caused revenue to plunge for more than a year. Instead of mass layoffs, they found creative and caring ways to cut costs, such as asking team members to take a month of unpaid leave. As a result, Barry-Wehmiller emerged from the downturn with higher employee morale than ever before. It's natural to be skeptical when you first hear about this approach. Every time Barry-Wehmiller acquires a company that relied on traditional management practices, the new team members are skeptical too. But they soon learn what it's like to work at an exceptional workplace where the goal is for everyone to feel trusted and cared for--and where it's expected that they will justify that trust by caring for each other and putting the common good first. Chapman and coauthor Raj Sisodia show how any organization can reject the traumatic consequences of rolling layoffs, dehumanizing rules, and hypercompetitive cultures. Once you stop treating people like functions or costs, disengaged workers begin to share their gifts and talents toward a shared future. Uninspired workers stop feeling that their jobs have no meaning. Frustrated workers stop taking their bad days out on their spouses and kids. And everyone stops counting the minutes until it's time to go home. This book chronicles Chapman's journey to find his true calling, going behind the scenes as his team tackles real-world challenges with caring, empathy, and inspiration. It also provides clear steps to transform your own workplace, whether you lead two people or two hundred thousand. While the Barry-Wehmiller way isn't easy, it is simple. As the authors put it: "Everyone wants to do better. Trust them. Leaders are everywhere. Find them. People achieve good things, big and small, every day. Celebrate them. Some people wish things were different. Listen to them. Everybody matters. Show them."

Rather than explain the power of recognition in a typical business book, acclaimed CEO David Novak wrote a fun story that draws on his real-world experiences at Pepsi and Yum! Brands, as well as his personal life. When was the last time you told your colleagues how much you value them? It sounds like a trivial thing in the middle of a busy work day. But as Novak discovered during his years as a hard charging executive, there's nothing trivial about recognition. It can make a life-or-death difference to any organization, when people see that someone important really notices and appreciates their contributions. The story of O Great One! opens when Jeff Johnson becomes the third-generation CEO of his family business, after the sudden death of his father. The Happy Face Toy Company had many hits in the 1950s and 60s, including Crazy Paste, but its results have been declining for more than a decade. The board has given Jeff just one year to turn the business around, or else they'll have to sell it to the highest bidder. As Jeff races to save his family's legacy by getting the company back on track, he meets downtrodden factory workers and an uninspired executive team. Then a birthday gift from his grandson gives Jeff an important insight into why Happy Face lost its culture of innovation and excitement, along with its profitability. He comes up with an idea that seems crazy... But is it crazy enough to work? Whether you're trying to lead a small department, a Fortune 500 company, a non-profit, or your own family, the story and lessons of O Great One! can help you make everyone around you happier and more effective.

A business parable about how companies can achieve remarkable results by helping their employees fulfill their dreams Managing people is difficult. With disengagement and turnover on the rise, many managers are scratching their heads wondering what to do. It's not that we don't dream of being great managers, it's just that we haven't found a practical and efficient way to do it. Until now . . . The fictional company in this remarkable book is grappling with real problems of high turnover and low morale -- so the managers begin to investigate what really drives the employees. What they discover is that the key to motivation isn't necessarily the promise of a bigger paycheck or title, but rather the fulfillment of crucial personal dreams. They also learned that people at every level need to be offered specific kinds of help and encouragement -- or our dreams will forever remain just dreams as we grow dissatisfied with our lives and jobs. Beginning with his important thought that a company can only become the-best-version-of-itself to the extent that its employees are becoming better-versions-of-themselves, Matthew Kelly explores the connection between the dreams we are chasing personally and the way we all engage at work. Tackling head-on the growing problem of employee disengagement, Kelly explores the dynamic collaboration that is unleashed when people work together to achieve company objectives and personal dreams. The power of The Dream Manager is that simply becoming aware of the concept will change the way you manage and relate to people instantly and forever. What's your dream?

How We Built a Workplace People Love

Strategies for the Green Economy: Opportunities and Challenges in the New World of Business

How Self-Control Works, Why It Matters, and What You Can Do to Get More of It

Love Works

The New Way to Lead in a Fear-Based World

The Act of Leadership

Presentation Zen

Elevating Learning & Development

Foreword by Neil Blumenthal, co-founder of Warby Parker “A beautiful, timely book that will guide you as you find your way to make a difference in the world.” —Walter Isaacson You don’t have to be a billionaire philanthropist, give up your day job, or wait for retirement to make a difference in the world. You can start now. We all want to make the world a better place, but with busy, demanding lives, most of us struggle with the where, when, and how. Dr. Jordan Kassalow, founder of VisionSpring, the groundbreaking venture that has restored eyesight and hope to millions of people across the globe, has the answers: here, now, and in your own way. Sharing his personal story of integrating real-world responsibilities with his desire to make a difference, Jordan offers you a practical way forward, custom-made for your unique talents and circumstances, to take you from thought to action. The soulful and pragmatic approach in this remarkable book will help you see with your heart and use your head to invest in your highest goals—while still earning a paycheck, being there for those you love, and enjoying life. To dare to matter, today. “An essential reminder that the greatest challenges of any age are no match for the good will, love, passion, and potential that abides in all human beings. I hope this superb book will inspire its readers to follow in Jordan’s footsteps in making a difference for all.” —Madeleine K. Albright, former Secretary of State “Dare to Matter should be required reading for anyone who dreams of making a difference. The book shines with hard-earned wisdom embedded in spiritual ground and girded with practical advice. You will be inspired, enlivened and possibly, forever changed in all good ways.” —Jacqueline Novogratz, CEO, Acumen and author of The Blue Sweater

The defining attributes of the 21st-century economy and fourth industrial revolution are innovation, technology, globalization, and a rapid pace of change. Therefore, an organization's capacity to enhance the capabilities of its workforce and create a culture of continuous learning are vital to remaining competitive. These trends make an effective learning-and-development (L&D) function more critical than ever. This compendium of articles, from L&D professionals at McKinsey & Company, discusses every facet of professional development and training—from ensuring that L&D's efforts are closely aligned with business strategy to elements of advancing the L&D function, designing learning solutions, deploying digital learning, executing flawlessly, measuring impact, and ensuring good governance. For L&D professionals seeking to hone their organization's efforts, Elevating Learning & Development: Insights and Practical Guidance from the Field is the ideal resource.

Unlock your true leadership potential with this insightful guide In The Act of Leadership, acclaimed leadership and performance coach Dan Haesler shares the insights, techniques and habits you need to thrive, professionally and personally. By combining real-life case studies, cutting-edge research and incisive coaching techniques this one-stop leadership playbook will help you better understand yourself and the people around you, so you can be not only the leader you want to be, but the person your people need you to be, both at work and at home. As a leader, you might know exactly what you need to do, but might be less clear on how to do it. You might know you need to have that difficult conversation, but you’re less sure about how to have it. You might know you need to hold your team accountable, but don’t know how to do it in a manner that builds authentic engagement rather than mere compliance. The Act of Leadership goes beyond the theory. It is a coaching playbook designed to empower you to be the leader you want to be, and the leader your people need you to be. Most books explain the what and the why of leadership, The Act of Leadership demonstrates the how. Author Dan Haesler takes a coaching approach, combining his years of experience as an educator and now coach to corporate leaders, elite athletes, teams and educators, to reveal the pivotal insights and enlightening case studies that will help you to define what kind of leader you want to be and understand how to get the best out of yourself and the people around you. You will also discover the importance of thinking and acting mindfully, instead of on autopilot, using the mindfulness techniques used by World Champions to lead in the moment, sharpen your intent, and increase your impact. Let go of your biases and assumptions and see the impact we have on others Take on a growth mindset to help you deal with setbacks and mistakes Create organizational change that actually succeeds, by engaging people so that change is done with them not to them Adopt a coach-like mentality and use engaging techniques to improve your day-to-day interactions with the people you lead With each chapter serving as a one-on-one coaching session, The Act of Leadership will help you create new habits and new ways of being in your day-to-day leadership, as well as life away from work, that are actionable, immediately. Perfect for leaders, professionals, educators, and athletes seeking to improve their own performance, The Act of Leadership will also earn a place in the libraries of anyone hoping to improve the lives of the people who follow them, in business, sport, and life.

If you are interested in becoming a better leader, this book is a great place to start. Rather than using the familiar textbook approach, leadership expert Robert Denhardt offers practical lessons drawn from a lively year-long correspondence with two (fictional) former students about their experiences in leadership. The letters explore the deeply personal issues these and other young and emerging leaders are facing - what the skills and personal qualities are that you need for contemporary leadership, what will leadership mean to you and those you lead, and even why or why not you might want to become a leader. Along the way, the book speaks to the big picture, arguing that leadership today has been stripped of its historic contribution to creating meaningful human experience and has been reduced to a technical exercise in executive management. Based on his experience of teaching leadership to thousands of undergraduates, graduate students, and advanced

practitioners, Denhardt speaks person-to-person with young leaders about their questions and their concerns as they enter into the somewhat flawed world of leadership today. The result is a call for a new leadership for a new generation. This book will be valuable to students enrolled in regular and executive degree programs in leadership, business management, public administration, nonprofit management, educational administration, and many other fields. It also speaks to young leaders out of school but committed to enhancing their leadership. Indeed, readers of all ages will learn lessons relevant to their own professional development.

The Promise of a Pencil

Your Path to Making a Difference Now

Lessons on Putting People First from a Life at Starbucks

Uncontainable

Chief Joy Officer

A True Story About the Power of Giving People Second Chances

Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth

How Great Leaders Elevate Human Energy and Eliminate Fear

The Arivind Eye Care System treats 2.7 million patients a year in the developing world for blindness and other eye problems and seems to violate every rule of business. Patients pay what they want (if they pay at all, which most don't), it delivers services for one percent of the cost of comparable care in developed countries, functions at many times the volume with a lower complication rate, and is completely self-sustaining. This book is the first to tell its extraordinary story.

"You're going to sell what? Empty Boxes?" Back in 1978, Kip Tindell (Chairman & CEO of The Container Store) and his partners had the vision that people were eager to find solutions to save both space and time - and they were definitely onto something. A new category of the retailing industry was born - storage and organization. Today, with stores nationwide and with more than 5,000 loyal employees, the company couldn't be stronger. Over the years, The Container Store has been lauded for its commitment to its employees and focus on its original concept and inventory mix as the formula for its success. But for Tindell, the goal never has been growth for growth's sake. Rather, it is to adhere to the company's values-based business philosophies, which center on an employee-first culture, superior customer service and strict merchandising. The Container Store has been named on Fortune magazine's "100 Best Companies To Work For" list for 15 consecutive years. Even better, The Container Store has millions of loyal customers. In Uncontainable, Tindell reveals his approach for building a business where everyone associated with it thrives through embodying the tenets of Conscious Capitalism. Tindell's seven Foundation Principles are the roadmap that drives everyone at The Container Store to achieve the goals of the company. Uncontainable shows how other businesses can adapt this approach toward what Tindell calls the most profitable, sustainable and fun way of doing business. Tindell is that rare CEO who fully embraces the "Golden Rule" of business - where all stakeholders - employees, customers, vendors, shareholder, the community - are successful through a harmonic balance of win-wins.

In Everybody Matters, CEO Bob Chapman and bestselling author Raj Sisodia challenge traditional thinking about how to run a business and how to be an inspirational leader. Starting in 1997, Barry-Wehmiller CEO Bob Chapman has pioneered a dramatically different approach to leadership that creates off-the-charts morale, loyalty, creativity, and business performance. At Barry-Wehmiller, every single person matters, just like in a family. That's not a cliché on a mission statement; it's the bedrock of the company's success. In Everybody Matters, Chapman and co-author Raj Sisodia show how any organization can stop viewing its employees as simply functions, to be moved around, 'managed' with carrots and sticks, or discarded at will. By doing so, disengaged workers begin to share their gifts and talents toward a shared future. Uninspired workers stop feeling that their jobs have no meaning. And everyone stops counting the minutes until it's time to go home. Everybody Matters chronicles Chapman's journey to find his true calling and provides clear steps to transform your own workplace, whether you lead two people or two hundred thousand. 'If you're ready for a new way of doing business, this is the book for you' Daniel H. Pink, author of To Sell Is Human and Drive 'Bob Chapman is on a mission to change the way businesses treat their employees' Inc.magazine

*A 2018 Nautilus Book Award Winner for Business and Leadership! The founder of Menlo Innovations and author of the business culture cult classic Joy, Inc offers an inspirational guide to leaders seeking joy in the challenge of leading others. Rich Sheridan's Joy, Inc. told the story of how his tiny software company in Ann Arbor, Michigan achieved success and renown by embracing offbeat culture and human-centered values. In Chief Joy Officer, he turns his attention from culture to leadership, and draws on his experience running Menlo and consulting elsewhere to offer a wise, provocative guide on how anyone can build leadership capacity for joy within their own organization. Chief Joy Officer offers sage, hard-won advice to any manager or leader who yearns to make more of an impact on the lives of others, including: * Self-understanding is the cornerstone for every virtue of leadership: authenticity, trust, humility, and optimism. * Good leaders make more leaders: Learn to judge your performance not on whether people are doing what they're told, but whether they're developing independent leadership capacity. * Influencing up is just as important as influencing down: how to encourage different thinking in those above you in your organizations. Filled with colorful anecdotes from Sheridan's personal journey and wisdom from many leadership mentors, Chief Joy Officer offers an approachable, down-to-earth philosophy and practice that will help even the most disillusioned of middle managers bring a renewed sense of purpose to their work building others.*

Work Matters

A Playbook for Leading with Humility, Clarity and Purpose

How Aravind Became the World's Greatest Business Case for Compassion

How Anyone, Anywhere, Can Make a Positive Difference

Love Leadership

Infinite Vision

O Great One!

In his inspiring new book, *You Don't Need a Title to Be a Leader*, Mark Sanborn, the author of the national bestseller *The Fred Factor*, shows how each of us can be a leader in our daily lives and make a positive difference, whatever our title or position. Through the stories of a number of unsung heroes, Sanborn reveals the keys each one of us can use to improve our organizations and enhance our careers. Genuine leadership — leadership with a “little l”, as he puts it, is not conferred by a title, or limited to the executive suite. Rather, it is shown through our everyday actions and the way we influence the lives of those around us. Among the qualities that genuine leaders share: — Acting with purpose rather than getting bogged down by mindless activity — Caring about and listening to others — Looking for ways to encourage the contributions and development of others rather than focusing solely on personal achievements — Creating a legacy of accomplishment and contribution in everything they do As readers across the country discovered in *The Fred Factor*, Mark Sanborn has an unparalleled ability to explain fundamental business and leadership truths through simple stories and anecdotes. *You Don't Need a Title to Be a Leader* offers an inspiring message to anyone who wants to take control of their life and make a positive difference.

Businesses are entering the green marketplace at breakneck speed to keep pace with customer and societal demands to reduce their environmental impacts. But greening one's business is no small feat. While clear opportunities abound in this new economy, business leaders pursuing a green strategy are finding few roadmaps and established rules and plenty of hidden twists and turns. So, how does a company succeed in a world gone green? In *Strategies for the New Green Economy*, Joel Makower, one of the world's foremost green business experts, provides a clear roadmap for this challenging terrain. Makower offers insights and inspiration gleaned from his 20 years' experience helping Fortune 500 companies and start-ups alike formulate strategies that align environmental and business goals. Providing a comprehensive and realistic look at both the opportunities and challenges, *Strategies for the New Green Economy* shows how leadership companies are finding their way in the green economy, while their competitors struggle. *Strategies for the Green Economy* systematically tackles the central issues of greening your business: What does it take to be seen as an environmental leader? What are the standards, implicit or explicit, that you must meet to be green? How do you communicate what your business is doing right—and what it's doing wrong? How can you overcome consumer, media, and activist distrust? How can your company be heard amid the “green noise” in the marketplace? What are the new opportunities emerging for companies in the green economy? Including groundbreaking data about customers' attitudes and behaviors regarding green products and services, *Strategies for the Green Economy* will lead you through the thicket of finicky customers, confusing research reports, and public cynicism regarding green marketing claims—and place you on solid footing in the growing green economy.

This book highlights how successful companies are thriving by putting people first. It details five key principles essential for rehumanizing workplaces; a framework to help restore hope, well-being, and performance; and tangible actions anyone can take to show up as a leader and influence positive change.

“Kick bad mental habits and toughen yourself up.” —Inc. Master your mental strength—revolutionary new strategies that work for everyone from homemakers to soldiers and teachers to CEOs. Everyone knows that regular exercise and weight training lead to physical strength. But how do we strengthen ourselves mentally for the truly tough times? And what should we do when we face these challenges? Or as psychotherapist Amy Morin asks, what should we avoid when we encounter adversity? Through her years counseling others and her own experiences navigating personal loss, Morin realized it is often the habits we cannot break that are holding us back from true success and happiness. Indulging in self-pity, agonizing over things beyond our control, obsessing over past events, resenting the achievements of others, or expecting immediate positive results holds us back. This list of things mentally strong people don't do resonated so much with readers that when it was picked up by Forbes.com it received ten million views. Now, for the first time, Morin expands upon the thirteen things from her viral post and shares her tried-and-true practices for increasing mental strength. Morin writes with searing honesty, incorporating anecdotes from her work as a college psychology instructor and psychotherapist as well as personal stories about how she bolstered her own mental strength when tragedy threatened to consume her. Increasing your mental strength can change your entire attitude. It takes practice and hard work, but with Morin's specific tips, exercises, and troubleshooting advice, it is possible to not only fortify your mental muscle but also drastically improve the quality of your life.

The Wim Hof Method

Simple Ideas on Presentation Design and Delivery

Everybody Matters

Activate Your Full Human Potential

Rehumanizing the Workplace

Seven Timeless Principles for Effective Leaders

How Passion, Commitment, and Conscious Capitalism Built a Business Where Everyone Thrives

A Novel About the History of Philosophy

What really sets the best managers above the rest? It ' s their power to build a cadre of employees who have great inner work lives—consistently positive emotions; strong motivation; and favorable perceptions of the organization, their work, and their colleagues. The worst managers undermine inner work life, often unwittingly. As Teresa Amabile and Steven Kramer explain in *The Progress Principle*, seemingly mundane workday events can make or break employees ' inner work lives. But it ' s forward momentum in meaningful work—progress—that creates the best inner work lives. Through rigorous analysis of nearly 12,000 diary entries provided by 238 employees in 7 companies, the authors explain how managers can foster progress and enhance inner work life every day. The book shows how to remove obstacles to progress, including meaningless tasks and toxic relationships. It also explains how to activate two forces that enable progress: (1) catalysts—events that directly facilitate project work, such as clear goals and autonomy—and (2) nourishers—interpersonal events that uplift workers, including encouragement and demonstrations of respect and collegiality. Brimming with honest examples from the companies studied, *The Progress Principle* equips aspiring and seasoned leaders alike with the insights they need to maximize their people ' s performance.

A dynamic young leader shows how leading with love and respect creates success in business and life Written by the founder of Operation HOPE and advisor to the past two U.S. presidents, this groundbreaking book makes the case that the best way to get ahead is to figure out what you have to give to a world seemingly obsessed with the question: What do I get? Aimed at a new generation of leaders and extremely relevant for today's economic climate, *Love Leadership* outlines Bryant's five laws of love-based leadership—Loss Creates Leaders (there can be no strength without legitimate suffering), Fear Fails (only respect and love leads to success), Love Makes Money (love is at the core of true wealth), Vulnerability is Power (when you open up to people they open up to you), and Giving is Getting (the more you offer to others, the more they will give back to you). One of today's most influential leaders, Bryant has appeared on Oprah and in articles in the LA Times, NY Times, and the Wall Street Journal Bryant's bold approach to leadership is well-suited for today's tough economic environment and a world gripped by fear and uncertainty Outlines the innovative five laws of love-based leadership *Love Leadership* is that

unique and powerful book that bridges the gap between solid business advice and pure inspiration.

If you loved Bob Goff's New York Times bestselling book *Everybody, Always*, you'll enjoy sharing the same beautiful message of loving without inhibition, insecurity, or restriction with your family in the children's edition. *Everybody, Always for Kids* will get your children excited about being themselves, caring for others, and making a difference in the world. Bob Goff's magnetic spirit and hilarious wit, alongside his daughter Lindsey Goff Viducich's love and understanding of children, shine through each story in *Everybody, Always for Kids*. Bob and Lindsey share: 40 inspiring stories paired with fun artwork perfect for readers, ages 6-10 Childlike wonder they've experienced in their regular day to lives—using a walkie-talkie to talk to a neighbor, swapping places with a limo driver, pretending to be a wax figure, and carrying a bucket around everywhere How embracing others is the key to living a happier life As the extraordinary success of *Love Does*, *Love Does for Kids*, and *Everybody, Always* shows, Goff's trademark storytelling about unconditional love resonates with every generation as we seek to bring light, laughter, and abundant grace to today's world.

If we choose to trust unconditionally, how many lives could we change? When Pastor Bruce Deel took over the Mission Church in the 30314 zip code of Atlanta, he had orders to shut it down. The church was old and decrepit, and its neighborhood--known as "Better Leave, You Effing Fool," or "the Bluff," for short--had the highest rates of crime, homelessness, and incarceration in Georgia. Expecting his time there to only last six months, Deel was not prepared for what happened next. One Sunday, he was approached by a woman he didn't know. "I've been hooking and stripping for fourteen years," she said. "Can you help me?" Soon after, Bruce founded an organization called City of Refuge rooted in the principle of radical trust. Other nonprofits might drug test before offering housing, lock up valuables, or veto a program giving job skills and character references to felons as "a liability." But Bruce believed the best way to improve outcomes for the marginalized and impoverished was to extend them trust, even if that trust was violated multiple times--and even if someone didn't yet trust themselves. Since then, City of Refuge has helped over 20,000 people in Atlanta's toughest neighborhood escape the cycles of homelessness, joblessness, and drug abuse. Of course, trust alone can't overcome a broken system that perpetuates inequality. Presenting an unvarnished window into the lives of ex-cons, drug addicts, human trafficking survivors, and displaced souls who have come through City of Refuge, *Trust First* examines the context in which Bruce's Atlanta neighborhood went downhill--and what City of Refuge chose to do about it. They've become a one-stop-shop for transitional housing, on-site medical and mental health care, childcare, and vocational training, including accredited intensives in auto tech, culinary arts, and coding. While most social services focus on one pain point and leave the burden on the poor to find the crosstown bus that'll serve their other needs, Bruce argues that bringing someone out of homelessness requires treating all of their needs simultaneously. This model has proven so effective that a dozen new chapters of City of Refuge have opened in the US, including in California, Illinois, Ohio, Maryland, Virginia, Texas, and Georgia. More than a narrative about a single place in time, this radical primer for behavioral change belongs on every leader's shelf. Heartfelt, deeply personal, and inspiring, *Trust First* will break down your assumptions about whether anyone is ever truly a lost cause. Bruce will donate a portion of his proceeds from *Trust First* to the charitable organization City of Refuge.

Everybody, Always for Kids

Sophie's World

Corruptible

A Little Story About the Awesome Power of Recognition

The Conviction to Lead

Letters to a Young Leader

Keeping Things Whole

The Path to a More Sustainable Enterprise

One day Sophie comes home from school to find two questions in her mail: "Who are you?" and "Where does the world come from?" Before she knows it she is enrolled in a correspondence course with a mysterious philosopher. Thus begins Jostein Gaarder's unique novel, which is not only a mystery, but also a complete and entertaining history of philosophy.

The author describes how he left a lucrative business consulting job to found the nonprofit Pencils of Promise, an organization responsible for building schools for the poor in developing countries around the world and which recently completed its two hundredth school.

The image of modern corporations has been shaped by a profits over people approach, but we are at a point where business must take the lead in healing the crises of our time. The Healing Organization shows how corporations can become healing forces. Conscious Capitalism pioneer Raj Sisodia and organizational innovation expert Michael J. Gelb were inspired to write this book because of the epidemic of unnecessary suffering connected with business, including the destruction of the environment; increasing numbers living paycheck-to-paycheck and barely surviving; and rising rates of depression and stress leading to chronic health problems. Based on extensive in-depth interviews and inspiring case studies, Sisodia and Gelb show how companies such as Shake Shack, Hyatt, KIND Healthy Snacks, Eileen Fisher, H-E-B, FIFCO, Jaipur Rugs and DTE Energy are healing their employees, customers, communities and other stakeholders. They represent a diverse sampling of industries and geographies, but they all have significant elements in common, besides being profitable enterprises: Their employees love coming to work. They have passionately loyal customers. They make a significant positive difference to the communities they serve. They preserve and restore the ecosystems in which they operate. The enmity and dividedness between those who champion unfettered capitalism and those who advocate socialism is exacerbating rather than solving our problems. In a world that urgently needs healing on many levels, this is a movement whose time has come. The Healing Organization shows how it can be done, how it is being done, and how you can begin to do it too.

The Best Leaders Aren't People Instead, innovative and emerging research shows that a compelling and other-centered authentic purpose--The Invisible Leader--may be the most powerful influencer of our behaviors, attitudes, and motivation in organizations, work, school, and life. Yet despite the increasing evidence of purpose's power, many of the

organizations, systems, and institutions which dominate human life aren't built to elicit and leverage the fundamental human search for purpose and meaning. In this must-read book for anyone who considers themselves a leader, international speaker, trainer, and organizational performance scholar Zach Mercurio shows business leaders, educators, students, athletes, and parents how to AWAKEN, CLARIFY, and DELIVER their reason for existence--their authentic purpose. Personal, researched, and even mind-shifting, the tools in the *The Invisible Leader* will help you lead with authentic purpose and build a life and organization that matters. "Zach Mercurio has written a compelling book filled with powerful stories, cutting-edge research, and practical tools that shows us how to lead with purpose..." - Arianna Huffington, Founder and CEO at Thrive Global, #1 New York Times Bestselling Author of *Thrive* and *The Sleep Revolution*. "If you are seeking both practical guidance and powerful inspiration to unlock the power of purpose in your life or organization, *The Invisible Leader* is for you. Through vivid storytelling and compelling research, Zach Mercurio proves yet again that the pursuit and achievement of a world-bettering purpose is the most powerful driving force in life and work." - Aaron Hurst, National Bestselling Author of *The Purpose Economy*, CEO at Imperative "At KPMG, our purpose-driven culture inspires us to make a tangible difference for our clients, our people, and society. In *The Invisible Leader*, Zach Mercurio explains why bringing purpose into the workplace is a business imperative and shares valuable insights on how to unleash its power within yourself and your organization." - Lynne Doughtie, U.S. Chairman & CEO, KPMG "Nothing inspires or motivates people more than purpose - to know that our lives and our work can make a difference. *The Invisible Leader* is a profoundly practical guide to empowering people with purpose so that your organization can make the greatest possible impact." - Andrew Ripley, Co-Founder & CEO, PurposeMatch.com "A compelling, research-based case for elevating a shared "why" to its rightful place: as the invisible leader that pulls us all forward. Zach is a clear leader in the #lovework Revolution; get this book and join him in the movement!" - Josh Allan Dykstra, CEO at Strengthscope U.S. & Author of *Igniting the Invisible Tribe: Designing An Organization That Doesn't Suck*

The Willpower Instinct

25 Principles for Leadership That Matters

The Invisible Leader

The Dream Manager

You Don't Need a Title to Be a Leader

The Fearless Organization

Trust First

How I Learned to Lead by Doing (Almost) Everything Wrong

"Bob Chapman, CEO of the \$1.7 billion manufacturing company Barry-Wehmiller, is on a mission to change the way businesses treat their employees." - Inc. Magazine Starting in 1997, Bob Chapman and Barry-Wehmiller have pioneered a dramatically different approach to leadership that creates off-the-charts morale, loyalty, creativity, and business performance. The company utterly rejects the idea that employees are simply functions, to be moved around, "managed" with carrots and sticks, or discarded at will. Instead, Barry-Wehmiller manifests the reality that every single person matters, just like in a family. That's not a cliché on a mission statement; it's the bedrock of the company's success. During tough times a family pulls together, makes sacrifices together, and endures short-term pain together. If a parent loses his or her job, a family doesn't lay off one of the kids. That's the approach Barry-Wehmiller took when the Great Recession caused revenue to plunge for more than a year. Instead of mass layoffs, they found creative and caring ways to cut costs, such as asking team members to take a month of unpaid leave. As a result, Barry-Wehmiller emerged from the downturn with higher employee morale than ever before. It's natural to be skeptical when you first hear about this approach. Every time Barry-Wehmiller acquires a company that relied on traditional management practices, the new team members are skeptical too. But they soon learn what it's like to work at an exceptional workplace where the goal is for everyone to feel trusted and cared for—and where it's expected that they will justify that trust by caring for each other and putting the common good first. Chapman and coauthor Raj Sisodia show how any organization can reject the traumatic consequences of rolling layoffs, dehumanizing rules, and hypercompetitive cultures. Once you stop treating people like functions or costs, disengaged workers begin to share their gifts and talents toward a shared future. Uninspired workers stop feeling that their jobs have no meaning. Frustrated workers stop taking their bad days out on their spouses and kids. And everyone stops counting the minutes until it's time to go home. This book chronicles Chapman's journey to find his true calling, going behind the scenes as his team tackles real-world challenges with caring, empathy, and inspiration. It also provides clear steps to transform your own workplace, whether you lead two people or two hundred thousand. While the Barry-Wehmiller way isn't easy, it is simple. As the authors put it: "Everyone wants to do better. Trust them. Leaders are everywhere. Find them. People achieve good things, big and small, every day. Celebrate them. Some people wish things were different. Listen to them. Everybody matters. Show them."

Leadership Principles from a Renowned Agent of Change Cultures and organizations do not change without strong leadership. While many leadership books focus on management or administration, the central focus of *The Conviction to Lead* is on changing minds. Dr. Mohler was the driving force behind the transformation of Southern Seminary from a liberal institution of waning influence to a thriving evangelical seminary at the heart of the Southern Baptist Convention. Since then he has been one of the most prominent voices in evangelicalism, fighting for Christian principles and challenging secular culture. Using his own experiences and examples from history, Dr. Mohler demonstrates that real leadership is a transferring of conviction to others, affecting their actions, motivations, intuition, and commitment. This

practical guide walks the reader through what a leader needs to know, do, and be in order to affect change.

FOREWORD BY GUY KAWASAKI Presentation designer and internationally acclaimed communications expert Garr Reynolds, creator of the most popular Web site on presentation design and delivery on the Net — presentationzen.com — shares his experience in a provocative mix of illumination, inspiration, education, and guidance that will change the way you think about making presentations with PowerPoint or Keynote. Presentation Zen challenges the conventional wisdom of making "slide presentations" in today's world and encourages you to think differently and more creatively about the preparation, design, and delivery of your presentations. Garr shares lessons and perspectives that draw upon practical advice from the fields of communication and business. Combining solid principles of design with the tenets of Zen simplicity, this book will help you along the path to simpler, more effective presentations.

The Interdependent Organization provides its readers with a template for the development of an individualized transition plan to guide their journey toward becoming more organizationally sustainable. We as humans tend to rely on our current set of assumptions when we evaluate our actions and their potential impact on the future. With today's ever-increasing rate of change in technology, our access to information, and cultural interactions (interdependence) around the world, the reliance on old ways of thinking (linear) will not allow us to effectively transition into the systems-based world of tomorrow. The Interdependent Organization presents a deeper understanding of the financial, operational, and cultural crossroads we are facing as a planet, and introduces a systems-based transitional path that individuals, organizations, and societies can draw on to move towards a more holistic and sustainable future. The book provides readers with the necessary understanding and insight into systems, systems-thinking, and the use of systems-based business tools to guide the sustainability journey while producing a positive impact to the organization's bottom-line, its employee engagement, and its stakeholders' expectations in each of the journey's three stages. The journey begins with the adoption of simple yet powerful systems-based tools for managing the organization's operations and projects. These proven tools provide increased productivity with a proven bottom-line improvement that exceeds 30%. This introduction to systems-based tools and thinking provides the organization with the time to become more familiar with this new way of thinking and making business decisions before they expand their exposure to broader, more complex systems-based and sustainable practices. The second stage of this journey is focused on introducing new tools and practices to insure a consistent set of measures are used across the organization. The third and final stage focuses on aligning the organization's people-management practices.

It's Not About the Coffee
Joy, Inc.

How an Ordinary Person Can Create Extraordinary Change

A New Leadership for a New Generation

Conscious Capitalism, With a New Preface by the Authors

Who Gets Power and How It Changes Us

Liberating the Heroic Spirit of Business

Permission to Screw Up

Work. For some this word represents drudgery and the mundane. For others work is an idol to be served. If you find yourself anywhere on the spectrum from workaholic to weekend warrior, it's time to bridge the gap between Sunday worship and Monday work. Striking a balance between theological depth and practical counsel, Tom Nelson outlines God's purposes for work in a way that helps us to make the most of our vocation and to join God in his work in the world. Discover a new perspective on work that will transform your workday and make the majority of your waking hours matter, not only now, but for eternity.

INSTANT NEW YORK TIMES BESTSELLER The only definitive book authored by Wim Hof on his powerful method for realizing our physical and spiritual potential. "This method is very simple, very accessible, and endorsed by science. Anybody can do it, and there is no dogma, only acceptance. Only freedom." —Wim Hof Wim Hof has a message for each of us: "You can literally do the impossible. You can overcome disease, improve your mental health and physical performance, and even control your physiology so you can thrive in any stressful situation." With *The Wim Hof Method*, this trailblazer of human potential shares a method that anyone can use—young or old, sick or healthy—to supercharge their capacity for strength, vitality, and happiness. Wim has become known as "The Iceman" for his astounding physical feats, such as spending hours in freezing water and running barefoot marathons over deserts and ice fields. Yet his most remarkable achievement is not any record-breaking performance—it is the creation of a method that thousands of people have used to transform their lives. In his gripping and passionate style, Wim shares his method and his story, including:

- **Breath**—Wim's unique practices to change your body chemistry, infuse yourself with energy, and focus your mind
- **Cold**—Safe, controlled, shock-free practices for using cold exposure to enhance your cardiovascular system and awaken your body's untapped strength
- **Mindset**—Build your willpower, inner clarity, sensory awareness, and innate joyfulness in the miracle of living
- **Science**—How users of this method have redefined what is medically possible in study after study
- **Health**—True stories and testimonials from people using the method to overcome disease and chronic illness
- **Performance**—Increase your endurance, improve recovery time, up your mental game, and more
- **Wim's Story**—Follow Wim's inspiring personal journey of discovery, tragedy, and triumph
- **Spiritual Awakening**—How breath, cold, and mindset can reveal the beauty of your soul

Wim Hof is a man on a mission: to transform the way we live by reminding us of our true power and purpose. "This is how we will change the world, one soul at a time," Wim says. "We alter the collective consciousness by awakening to our own boundless potential. We are limited only by the depth of our imagination and the strength of our conviction." If you're ready to explore and exceed the limits of your own potential, *The Wim Hof Method* is waiting for you.

During his many years as a senior executive at Starbucks, Howard Behar helped establish the Starbucks culture, which stresses people over profits. He coached hundreds of leaders at every level and helped the company grow into a world-renowned brand. Now he reveals the ten principles that guided his leadership—and not one of them is about coffee. Behar shows that if you think of your staff as people (not labor costs) they will achieve amazing results. He discusses the importance of building trust, telling hard truths, thinking independently, and more. And he shares inside stories of key turning points for Starbucks, as it fought to hang on to its culture while growing exponentially.

The inspiring, unlikely, laugh-out-loud story of how one woman learned to lead—and how she ultimately succeeded, not despite her many mistakes, but because of them. This is the story of how Kristen Hadeed built Student Maid, a cleaning company where people are happy, loyal, productive, and empowered, even while they're mopping floors and scrubbing toilets. It's the story of how she went from being an almost comically inept leader to a sought-after CEO who teaches

others how to lead. Hadeed unintentionally launched Student Maid while attending college ten years ago. Since then, Student Maid has employed hundreds of students and is widely recognized for its industry-leading retention rate and its culture of trust and accountability. But Kristen and her company were no overnight sensation. In fact, they were almost nothing at all. Along the way, Kristen got it wrong almost as often as she got it right. Giving out hugs instead of feedback, fixing errors instead of enforcing accountability, and hosting parties instead of cultivating meaningful relationships were just a few of her many mistakes. But Kristen's willingness to admit and learn from those mistakes helped her give her people the chance to learn from their own screwups too. Permission to Screw Up dismisses the idea that leaders and organizations should try to be perfect. It encourages people of all ages to go for it and learn to lead by acting, rather than waiting or thinking. Through a brutally honest and often hilarious account of her own struggles, Kristen encourages us to embrace our failures and proves that we'll be better leaders when we do.

Awakening the Conscience of Business to Help Save the World

The Interdependent Organization

Dare to Matter

Connecting Sunday Worship to Monday Work

Take Back Your Power, Embrace Change, Face Your Fears, and Train Your Brain for Happiness and Success

Embracing Feminine and Masculine Power in Business

Transform Your Life, Work, and Organization with the Power of Authentic Purpose

Quotations from Chairman Mao Tsetung

Updated and Expanded Edition of the Leadership Bestseller Harness the meaning of love, the verb, to improve your corporate culture and bottom line with the help of Joel Manby, former President and CEO of both SeaWorld Parks & Entertainment and Herschend Enterprises. Joel won the respect of America with his appearance on the CBS reality TV series Undercover Boss. A highly successful corporate executive, Joel Manby is unlike most other CEOs. As the 18 million viewers of Undercover Boss witnessed, Manby has a unique style of leadership--servant leadership--which has a profound impact on his employees. In this updated and expanded edition of Love Works, Manby demonstrates that leading with love is effective even in extremely difficult business environments, which he experienced at SeaWorld. With an all-new introduction and two additional chapters, Manby shares more of his own leadership and personal stories, giving insight that will help you become a more effective leader by: Cultivating a culture that builds improved employee engagement and long-term success Outlining seven time-proven principles that break down the natural walls within the workplace Overcoming personal failures at work and home Empowering your managers and employees Disarming difficulties in the workplace Discover the truth of the power of love to change the course of your business and your life today!

Based on Stanford University psychologist Kelly McGonigal's wildly popular course "The Science of Willpower," The Willpower Instinct is the first book to explain the science of self-control and how it can be harnessed to improve our health, happiness, and productivity. Informed by the latest research and combining cutting-edge insights from psychology, economics, neuroscience, and medicine, The Willpower Instinct explains exactly what willpower is, how it works, and why it matters. For example, readers will learn: • Willpower is a mind-body response, not a virtue. It is a biological function that can be improved through mindfulness, exercise, nutrition, and sleep. • Willpower is not an unlimited resource. Too much self-control can actually be bad for your health. • Temptation and stress hijack the brain's systems of self-control, but the brain can be trained for greater willpower • Guilt and shame over your setbacks lead to giving in again, but self-forgiveness and self-compassion boost self-control. • Giving up control is sometimes the only way to gain self-control. • Willpower failures are contagious—you can catch the desire to overspend or overeat from your friends—but you can also catch self-control from the right role models. In the groundbreaking tradition of Getting Things Done, The Willpower Instinct combines life-changing prescriptive advice and complementary exercises to help readers with goals ranging from losing weight to more patient parenting, less procrastination, better health, and greater productivity at work.

Unlocking the Source for True Leadership Too many people, men and women alike, have bought into a notion of leadership that exclusively emphasizes traditionally "masculine" qualities: hierarchical, militaristic, win-at-all-costs. The result has been corruption, environmental degradation, social breakdown, stress, depression, and a host of other serious problems. Nilima Bhat and Raj Sisodia show us a more balanced way, an archetype of leadership that is generative, cooperative, creative, inclusive, and empathetic. While these are traditionally regarded as "feminine" qualities, we all have them. In the Indian yogic tradition they're symbolized by Shakti, the source that powers all life. Through exercises and inspirational examples, Bhat and Sisodia show how to access this infinite energy and lead with your whole self. Male or female, leaders who understand and practice Shakti Leadership act from a consciousness of life-giving caring, creativity, and sustainability to achieve self-mastery internally and be of selfless service to the world.

An "absorbing, provocative, and far-reaching" (Kirkus Reviews, starred review) look at what power is, who gets it, and what happens when they do, based on over 500 interviews with those who (temporarily, at least) have had the upper hand—from the creator of the Power Corrupts podcast and Washington Post columnist Brian Klaas. Does power corrupt, or are corrupt people drawn to power? Are tyrants made or born? Are entrepreneurs who embezzle and cops who kill the result of poorly designed systems or are they just bad people? If you were suddenly thrust into a position of power, would you be able to resist the temptation to line your pockets or seek revenge against your enemies? To answer these questions, Corruptible draws on over 500 interviews with some of the world's top leaders—from the noblest to the dirtiest—including presidents and

philanthropists as well as rebels, cultists, and dictators. Some of the fascinating insights include: how facial appearance determines who we pick as leaders, why narcissists make more money, why some people don't want power at all and others are drawn to it out of a psychopathic impulse, and why being the "beta" (second in command) may actually be the optimal place for health and well-being. *Corruptible* also features a wealth of counterintuitive examples from history and social science: you'll meet the worst bioterrorist in American history, hit the slopes with a ski instructor who once ruled Iraq, and learn why the inability of chimpanzees to play baseball is central to the development of human hierarchies. Based on deep, unprecedented research from around the world, and filled with "unexpected insights...the most important lesson of *Corruptible* is that when psychopaths inadvertently reveal their true selves, the institutions that they plague must take action that is swift, brutal, and merciless" (Business Insider).

13 Things Mentally Strong People Don't Do

Shakti Leadership

Using Small Wins to Ignite Joy, Engagement, and Creativity at Work

Future-Proofing Your Organization While Restoring Hope, Well-Being, and Performance

The Progress Principle

The Healing Organization

Readings in Environmental Science

The Extraordinary Power of Caring for Your People Like Family

The bestselling book, now with a new preface by the authors At once a bold defense and reimagining of capitalism and a blueprint for a new system for doing business, *Conscious Capitalism* is for anyone hoping to build a more cooperative, humane, and positive future. Whole Foods Market cofounder John Mackey and professor and *Conscious Capitalism, Inc.* cofounder Raj Sisodia argue that both business and capitalism are inherently good, and they use some of today's best-known and most successful companies to illustrate their point. From Southwest Airlines, UPS, and Tata to Costco, Panera, Google, the Container Store, and Amazon, today's organizations are creating value for all stakeholders—including customers, employees, suppliers, investors, society, and the environment. Read this book and you'll better understand how four specific tenets—higher purpose, stakeholder integration, conscious leadership, and conscious culture and management—can help build strong businesses, move capitalism closer to its highest potential, and foster a more positive environment for all of us.

Everybody Matters The Extraordinary Power of Caring for Your People Like Family Portfolio

Conquer the most essential adaptation to the knowledge economy *The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth* offers practical guidance for teams and organizations who are serious about success in the modern economy. With so much riding on innovation, creativity, and spark, it is essential to attract and retain quality talent—but what good does this talent do if no one is able to speak their mind? The traditional culture of "fitting in" and "going along" spells doom in the knowledge economy. Success requires a continuous influx of new ideas, new challenges, and critical thought, and the interpersonal climate must not suppress, silence, ridicule or intimidate. Not every idea is good, and yes there are stupid questions, and yes dissent can slow things down, but talking through these things is an essential part of the creative process. People must be allowed to voice half-finished thoughts, ask questions from left field, and brainstorm out loud; it creates a culture in which a minor flub or momentary lapse is no big deal, and where actual mistakes are owned and corrected, and where the next left-field idea could be the next big thing. This book explores this culture of psychological safety, and provides a blueprint for bringing it to life. The road is sometimes bumpy, but succinct and informative scenario-based explanations provide a clear path forward to constant learning and healthy innovation. Explore the link between psychological safety and high performance Create a culture where it's "safe" to express ideas, ask questions, and admit mistakes Nurture the level of engagement and candor required in today's knowledge economy Follow a step-by-step framework for establishing psychological safety in your team or organization Shed the "yes-men" approach and step into real performance. Fertilize creativity, clarify goals, achieve accountability, redefine leadership, and much more. *The Fearless Organization* helps you bring about this most critical transformation.