

## **Hello Stay Interviews Goodbye Talent Loss A Managers Playbook**

*Up Was Never for Everyone! Move up or move out. When those two options appear to be the only ones, dissatisfaction grows and engagement suffers. In decades of studying careers around the globe, Beverly Kaye, Lindy Williams, and Lynn Cowart have found that, in fact, there are more options. And rethinking career mobility can lead you to them! The authors show how managers, coaches, and employees can partner to determine what's best and what's next. Keep the same job but discover new ways to learn and grow? Explore moving to a position that could be a better fit? Step back without getting derailed? This book encourages readers to take a "kaleidoscope" view—to be open to ever-shifting patterns of opportunities and possibilities—so they can create a unique, personalized path to a truly rewarding career.*

*NEW EDITION, EXPANDED AND UPDATED Great Results Begin with Great Questions In this new expanded edition of her classic international bestseller, Marilee Adams shows how the kinds of questions we ask shape our thinking and can be the root cause of many personal and organizational problems. She uses a highly instructive and entertaining story to show how to quickly recognize any undermining questions that pop into your mind—or out of your mouth—and reframe them to achieve amazingly positive and practical results. The third edition includes a new introduction and epilogue and two powerful new tools that show how Question Thinking can dramatically improve coaching and leadership. Based on Adams's decades of research and experience, this book can make a life-transforming difference—as it already has for many thousands of people around the world.*

*Hello Stay Interviews, Goodbye Talent Loss A Manager's Playbook Berrett-Koehler Publishers*

*Rethink, Redesign, Reboot. Most people associate performance management with the annual review, which is universally dreaded by employees, management, and HR professionals alike. It's a cookie-cutter, fear-based, top-down approach that emphasizes negatives over positives and stifles healthy career conversations. It's never been shown to motivate anyone to do anything but try to avoid it, but nobody feels like they have any alternative. Tamra Chandler has one—and it works.*

*Actually, Chandler doesn't offer a single alternative—she offers an infinite number of them. Each organization that uses her Performance Management Reboot is able to develop its own unique version since it doesn't make a lot of sense for organizations with different cultures, in different industries and sectors, to do things exactly the same way. Grounded in the latest scientific findings about motivation, it's a transparent, employee-driven process that values collaboration over competition and rewards people for acquiring new skills and increasing their contribution instead of hitting arbitrary benchmarks. Chandler lays out the general principles and then walks you through each step in creating a performance management process that employees will actually embrace rather than avoid and that will help you meet the three objectives of great performance management: developing your people, rewarding them equitably, and driving your organization's performance. It's the first comprehensive, step-by-step guide to creating a performance management solution that's tailored to your organization's needs and goals and that places the emphasis squarely on your greatest asset: your people.*

*A Memoir*

*Change Your Questions, Change Your Life*

*Goodbye, Columbus*

*A Manager's Guide to Keeping the Best and Brightest*

*They Both Die at the End*

*Rethink, Redesign, Reboot*

Journalist Walls grew up with parents whose ideals and stubborn nonconformity were their curse and their salvation. Rex and Rose Mary and their four children lived like nomads, moving among Southwest desert towns, camping in the mountains. Rex was a charismatic, brilliant man who, when sober, captured his children's imagination, teaching them how to embrace life fearlessly. Rose Mary painted and wrote and couldn't stand the responsibility of providing for her family. When the money ran out, the Walls retreated to the dismal West Virginia mining town Rex had tried to escape. As the dysfunction escalated, the children had to fend for themselves, supporting one another as they found the resources and will to leave home. Yet Walls describes her parents with deep affection in this tale of unconditional love in a family that, despite its profound flaws, gave her the fiery determination to carve out a successful life. -- From publisher description.

"Sunshine Mackenzie is living the dream: she's a culinary star with millions of fans, a line of #1 bestselling cookbooks, and a devoted husband happy to support her every endeavor. And then she gets hacked. When Sunshine's secrets are revealed, her fall from grace is catastrophic: she loses the husband, her show, the fans, and her apartment. She's forced to return to the childhood home--and the estranged sister--she's tried hard to forget. But what Sunshine does amid the ashes of her own destruction may well save her life"--Amazon.com.

Innovation is the key to maintaining a competitive edge in the global marketplace. The Creative Style Profile is the resource you need to determine your creative style. It will help unleash your potential to bring more excitement and energy to the workplace. It can also increase both your individual and group productivity. Additionally, by tapping into your creative potential, you will enhance your ability to build powerful collaborative relationships. The Creative Style Profile isn't designed to tell you IF you are creative (we all are), but HOW you are creative. It is not a test of creativity but an exploration of where your creative strengths lie. The Creative Style Profile gives you the tools you need to determine your particular creativity preference. Discover if you are a \* Connector: You are perceptive-oriented: playful, observant, and light-hearted \* Dreamer: You are receptive-oriented: instinctual, imaginative, and insightful \* Innovator: You are goal-oriented: entrepreneurial, adaptable, and motivated \* Builder: You are visually-oriented: artistic, detailed, and resourceful \* Explorer: You are action-oriented: adventurous, risk-taking, and unconventional The Creative Style Profile will help you better understand your approach to creativity and achieve greater business and personal success. It will help you see old things in new ways, increase your ability to be innovative, and uncover your creative abilities to lead and work with others.

From the bestselling authors of *The Leadership Challenge* and over a dozen award winning leadership books, James M. Kouzes and Barry Z. Posner have written a new book that examines a fundamental question: How do people learn leadership? How do they learn to become leaders? *Learning Leadership: The Five Fundamentals of Becoming an Exemplary Leader* (ISBN: 978-1-119-14428-1; Wiley; May 2016) is a comprehensive guide to unleashing the inner-leader in us all and to building a solid foundation for a lifetime of leadership growth and mastery.

The book offers a concrete framework to help individuals of all levels, functions, and backgrounds take charge of their own leadership development and become the best leaders they can be. Arguing that all individuals are born with the capacity to lead, Kouzes and Posner provide readers with a practical series of actions and specific coaching tips for harnessing that capacity and creating a context in which they can excel. Supported by over 30 years of research, from over seventy countries, and with examples from real-world leaders, Learning Leadership is a clarion call to unleash the leadership potential that is already present in today's society. According to Kouzes and Posner, "Leadership makes a significant difference in levels of engagement and commitment and is perhaps the most important asset in every organization, yet recent research points to a shortage of leaders. It is a serious global concern. The world needs more exemplary leaders in order to promote high-performing workplaces and inspire feelings of greater self-worth and meaningfulness. The shortage, however, is not because of the lack of potential talent. The people are out there, the eagerness is out there, and the capability is out there. The shortage results from prevailing myths—myths about talent, strengths, position, self-reliance, and effort—that inhibit the vast majority of leaders from shining and organizations from realizing the full benefits of the talent they already have." Learning Leadership provides readers with evidence-based strategies to ignite the habit of continuous improvement and the mindset of becoming the best leaders they can be. Emerging leaders, as well as leadership developers, internal and external coaches and trainers, and other human resource professionals will learn from first-hand stories and practical examples so that they can deeply understand and apply the fundamental for becoming the best leaders they can be. Learning Leadership: The Five Fundamentals of Becoming an Exemplary Leader is divided into digestible bite-sized chapters that encourage daily actions to becoming a better leader. Key takeaways from the book include: Believe in Yourself. Believing in oneself is the essential first step in developing leadership competencies. The best leaders are learners, and they can't achieve mastery until and unless they truly decide that inside them there is a person who can make a difference and learn to be a better leader than they are right now. Aspire to Excel. To become an exemplary leader, people have to determine what they care most about and why they want to lead. Leaders with values-based motivations are the most likely to excel. They also must have a clear image of the kind of leader they want to be in the future—and the legacy they want to leave for others. Challenge Yourself. Challenging oneself is critical to learning leadership. Leaders have to seek new experiences and test themselves. There will be inevitable setbacks and failures along the way that require curiosity, grit, courage, and resilience in order to persist in learning and becoming the best. Engage Support. One can't lead alone, and one can't learn alone. It is essential to get support and coaching on the path to achieving excellence. Whether it's family, managers at work, or professional coaches, leaders need the advice, feedback, care, and support of others. Practice Deliberately. No one gets better at anything without continuous practice. Exemplary leaders spend more time practicing than ordinary leaders. Simply being in the role of a leader is insufficient. To achieve mastery, leaders must set improvement goals, participate in designed learning experiences, ask for feedback, and get coaching. They also put in the time every day and make learning leadership a daily habit. Kouzes and Posner offer unrivaled insights into what it means to become an exemplary leader in today's world with their original research and over 30 years of experience studying the practices of extraordinary leadership. They show that anyone can become a better leader if they believe in themselves, aspire to excel, challenge themselves, to grow, engage the support of others, and practice deliberately. Learning Leadership challenges readers to do the meaningful and disciplined work necessary to becoming the best they can, using a new mindset and toolkit that can make extraordinary things happen. It's not the once-in-a-while transformational acts that demonstrate leadership. It's the little things that one does day in and day out that pave the path to greatness.

Hello Goodbye Dog

Recognizing and Engaging Employees For Dummies

Ask a Manager

Before We Were Strangers

Rethinking Career Mobility

Goodbye Iran

*An Updated Classic for Reducing Turnover and Improving Engagement. For decades organizations have struggled to better engage and retain their best employees. Retention expert Richard Finnegan proposes a proven and proactive approach, the Stay Interview: an easy-to-use tool to uncover, anticipate, and resolve issues and concerns before your best employees leave. Stay Interviews do three things that employee surveys do not: they deliver information that can be used today; they give practical insights for engaging and retaining top performers; and they provide managers with a reliable process for developing individual stay plans. One of SHRM's all-time bestselling books, The Power of Stay Interviews, is now revised and updated to reflect Generations at work, including Millennials and Older Workers, brand-new Stay Interview questions, and introduces "Finnegan's Arrow"—a potent business-driven strategy for Stay Interviews.*

*Great leaders are great learners More than a decade ago, a group of bestselling authors, thought leaders and management experts - among them Marshall Goldsmith, Beverly Kaye and Ken Shelton - met to share their defining moments on leadership with one another. So taken were they with each other's stories that an annual tradition of trading leadership secrets was established. A recurring truth emerged: great leaders seize the opportunity to learn, again and again. Learn Like a Leader brings together these remarkable stories of learning and provides a close look at how top leaders - including Jim Collins, Warren Bennis and Dave Ulrich - were able to grow their careers, overcome setbacks and soar to the top. Offering profound lessons from key learning moments in the lives and careers of the contributors, Learn Like a Leader conveys the power of storytelling in teaching, training and mentoring.*

*This sixth edition of the number one bestselling employee retention book in the world (over 800,000 copies sold) puts a new emphasis on diversity and inclusion but keeps the same appealing format: twenty-six simple strategies from A to Z. Despite booms and busts, technology advances, talent wars, layoffs, and even a global pandemic, people want what they've always wanted. Employees want—and now expect—meaningful work, supportive bosses, regular recognition, and a chance to learn and grow. And managers want their amazing people to stay—for at least a little while longer. For two decades, this Wall Street Journal bestseller—over 800,000 sold—has offered twenty-six simple strategies, from A to Z, that managers can use to address their employees' real concerns and keep them engaged. The authors have gone over every word of the previous edition, revising, updating, and streamlining. This edition includes a timely focus on diversity and inclusion in every chapter. For example, chapter 6 focuses on family. Different cultures view family responsibilities differently, so the authors address how to take that into consideration when a treasured employee asks for*

*extended leave to care for a grandparent. And a new section called “Conversations That Count” offers discussion questions for sparking deeper conversation around the topics in the book. This new edition will ensure that Love 'Em or Lose 'Em will continue to help managers all over the world create a supportive workplace culture so they can fight burnout and keep the people they can least afford to lose.*

*From the creator of the popular website Ask a Manager and New York’s work-advice columnist comes a witty, practical guide to 200 difficult professional conversations—featuring all-new advice! There’s a reason Alison Green has been called “the Dear Abby of the work world.” Ten years as a workplace-advice columnist have taught her that people avoid awkward conversations in the office because they simply don’t know what to say. Thankfully, Green does—and in this incredibly helpful book, she tackles the tough discussions you may need to have during your career. You’ll learn what to say when • coworkers push their work on you—then take credit for it • you accidentally trash-talk someone in an email then hit “reply all” • you’re being micromanaged—or not being managed at all • you catch a colleague in a lie • your boss seems unhappy with your work • your cubemate’s loud speakerphone is making you homicidal • you got drunk at the holiday party Praise for Ask a Manager “A must-read for anyone who works . . . [Alison Green’s] advice boils down to the idea that you should be professional (even when others are not) and that communicating in a straightforward manner with candor and kindness will get you far, no matter where you work.”—Booklist (starred review) “The author’s friendly, warm, no-nonsense writing is a pleasure to read, and her advice can be widely applied to relationships in all areas of readers’ lives. Ideal for anyone new to the job market or new to management, or anyone hoping to improve their work experience.”—Library Journal (starred review) “I am a huge fan of Alison Green’s Ask a Manager column. This book is even better. It teaches us how to deal with many of the most vexing big and little problems in our workplaces—and to do so with grace, confidence, and a sense of humor.”—Robert Sutton, Stanford professor and author of The No Asshole Rule and The Asshole Survival Guide “Ask a Manager is the ultimate playbook for navigating the traditional workforce in a diplomatic but firm way.”—Erin Lowry, author of Broke Millennial: Stop Scraping By and Get Your Financial Life Together*

*Getting Good People to Stay*

*All We Are Saying*

*A Step-by-Step Guide for Measuring Impact and Calculating ROI*

*Career Conversations Employees Want*

*Designing Career Development Systems*

*The Five Fundamentals of Becoming an Exemplary Leader*

This brilliant, New York Times bestselling novel from the author of the Newbery Medal winner *When You Reach Me* explores multiple perspectives on the bonds and limits of friendship. Long ago, best friends Bridge, Emily, and Tab made a pact: no fighting. But it’s the start of seventh grade, and everything is changing. Emily’s new curves are attracting attention, and Tab is suddenly a member of the Human Rights Club. And then there’s Bridge. She’s started wearing cat ears and is the only one who’s still tempted to draw funny cartoons on her homework. It’s also the beginning of seventh grade for Sherm Russo. He wonders: what does it mean to fall for a girl—as a friend? By the time Valentine’s Day approaches, the girls have begun to question the bonds—and the limits—of friendship. Can they grow up without growing apart? “Sensitively explores togetherness, aloneness, betrayal and love.” —The New York Times A Boston Globe–Horn Book Honor Book for Fiction Named a Best Book of the Year by The New York Times, The Washington Post, The Wall Street Journal, The Boston Globe, The Guardian, NPR, and more!

Assisting a hysterical woman who claims she was forced to commit murder, serial murder expert Dr. Charlotte Stone reluctantly draws on her ability to communicate with the newly dead to uncover the work of a sadistic serial killer.

Stay interviews prevent exit interviews! You can’t afford to lose them. They’re your stars and your solid citizens. You wonder if they’re happy in your organization—and what might keep them there. To find out, you could: A. Conduct a survey—then try to guess who said what. B. Take note of their latest tattoos. Is your company logo among them? C. Ask, “What will keep you here?” The correct answer is C. It’s the opening line of a great stay interview, and it could make the difference between keeping and losing your best people. Worried that your talented people will want things you can’t deliver, like more money or a big promotion? Beverly Kaye and Sharon Jordan-Evans have a simple four-step process for dealing with that. Not sure how to get started? They provide dozens of suggested questions and icebreakers. Think you don’t have time? They offer all kinds of creative time-saving options for where, when, and how you can do stay interviews.

From the USA TODAY bestselling author of *Sweet Thing* and *Nowhere But Here* comes a love story about a Craigslist “missed connection” post that gives two people a second chance at love fifteen years after they were separated in New York City. To the Green-eyed Lovebird: We met fifteen years ago, almost to the day, when I moved my stuff into the NYU dorm room next to yours at Senior House. You called us fast friends. I like to think it was more. We lived on nothing but the excitement of finding ourselves through music (you were obsessed with Jeff Buckley), photography (I couldn’t stop taking pictures of you), hanging out in Washington Square Park, and all the weird things we did to make money. I learned more about myself that year than any other. Yet, somehow, it all fell apart. We lost touch the summer after graduation when I went to South America to work for National Geographic. When I came back, you were gone. A part of me still wonders if I pushed you too hard after the wedding... I didn’t see you again until a month ago. It was a Wednesday. You were rocking back on your heels, balancing on that thick yellow line that runs along the subway platform, waiting for the F train. I didn’t know it was you until it was too late, and then you were gone. Again. You said my name; I saw it on your lips. I tried to will the train to stop, just so I could say hello. After seeing you, all of the youthful feelings and memories came flooding back to me, and now I’ve spent the better part of a month wondering what your life is like. I might be totally out of my mind, but would you like to get a drink with me and catch up on the last decade and a half? M

26 Ways to Get What You Want at Work: Easyread Super Large 24pt Edition

A Manager's Playbook

Hello, Sunshine

Measuring the Success of Employee Engagement

Love 'em Or Lose 'em

The Last Kiss Goodbye

***Career development is a responsibility that managers know they should do and frequently even want to do. Despite that, it's always getting back-burnered. There are lots of reasons. But the #1 reason managers give is that they don't have time. Don't have time for the meetings. The forms. The moving people around like chess pieces. But news flash: employees will leave if they aren't developed. In this book Beverly Kaye and Julie Guillioni invite managers to re-frame***

*career development in such a way that responsibility rests squarely with the employee and their role is more about prompting, guiding, reflecting, exploring ideas, activating enthusiasm, and driving action rather than actually doing all the work. This happens through the simple act of conversation. And career development conversations can be easily integrated into the normal course of business, not separated out as a special task. Kaye and Giulioni identify three types of career development conversations and provide questions, templates, tips and tactics for having them. Managers can stop worrying, avoiding, delaying or taking on too much responsibility for their employees' career... and just start talking. From Hello to Goodbye is the HR professional's complete guide to understanding the various ways business relationships end, managing disability and leave issues, properly classifying workers, maintaining an inclusive workplace, increasing retention, and avoiding litigation. The second edition has been updated to reflect new research and best practices in addition to recent legal and regulatory compliance complexities.*

*Adam Silvera reminds us that there's no life without death and no love without loss in this devastating yet uplifting story about two people whose lives change over the course of one unforgettable day. #1 New York Times bestseller \* 4 starred reviews \* A School Library Journal Best Book of the Year \* A Kirkus Best Book of the Year \* A Booklist Editors' Choice \* A Bustle Best YA Novel \* A Paste Magazine Best YA Book \* A Book Riot Best Queer Book \* A BuzzFeed Best YA Book of the Year \* A BookPage Best YA Book of the Year On September 5, a little after midnight, Death-Cast calls Mateo Torrez and Rufus Emeterio to give them some bad news: They're going to die today. Mateo and Rufus are total strangers, but, for different reasons, they're both looking to make a new friend on their End Day. The good news: There's an app for that. It's called the Last Friend, and through it, Rufus and Mateo are about to meet up for one last great adventure—to live a lifetime in a single day. In the tradition of Before I Fall and If I Stay, They Both Die at the End is a tour de force from acclaimed author Adam Silvera, whose debut, More Happy Than Not, the New York Times called “profound.” Plus don't miss The First to Die at the End: #1 New York Times bestselling author Adam Silvera returns to the universe of international phenomenon They Both Die at the End in this prequel. New star-crossed lovers are put to the test on the first day of Death-Cast's fateful calls.*

*Employee engagement, impact, ROI—if you can't connect the three, your program's in trouble. The number of employees who sleepwalk through the day or undermine the work of their engaged counterparts is on the rise. More and more companies are turning to engagement programs to recoup lost revenue and productivity. But these pricey endeavors can lose critical funding when they are designed without business impact in mind. In Measuring the Success of Employee Engagement, renowned experts Jack Phillips and Patti Phillips and knowledge organization expert Rebecca Ray help you make the business case for an employee engagement initiative. More important, you'll discover what it takes to build a program with the end in mind. By following real case studies that show the Phillips's ROI Methodology in action, you'll learn how to avoid narrowly focusing your efforts on behavioral outcomes alone. Measuring the Success of Employee Engagement is an essential resource for all who support employee engagement efforts, from the chief learning officer to individual members of employee engagement teams. Ensure that your employees drive innovation and increase sales with an engagement program that earns its keep.*

**Learning Leadership**

**Getting Good People to Stay: Easyread Large Bold Edition**

**A Love Story**

**Love It Don't Leave It**

**Goodbye Stranger**

**Tears of a Tiger**

Named a Best Book of the Year by NPR, O, The Oprah Magazine, Vogue, San Francisco Chronicle, Esquire, Huffington Post, Nylon, Entertainment Weekly, BuzzFeed, Booklist, and The Independent Winner of the California Book Award for First Fiction Los Angeles Times Book Prize Finalist for First Fiction "A quietly brilliant disquisition . . . told in prose that is so startling in its spare beauty that I found myself thinking about Khong's turns of phrase for days after I finished reading."—Doree Shafrir, The New York Times Book Review "One of those rare books that is both devastating and light-hearted, heartfelt and joyful. . . . Don't miss it."—Buzzfeed "Hello, Rachel Khong. Kudos for this delectable take on familial devotion and dementia."—NPR Her life at a crossroads, a young woman goes home again in this funny and inescapably moving debut from a wonderfully original new literary voice. Freshly disengaged from her fiancé and feeling that life has not turned out quite the way she planned, thirty-year-old Ruth quits her job, leaves town and arrives at her parents' home to find that situation more complicated than she'd realized. Her father, a prominent history professor, is losing his memory and is only erratically lucid. Ruth's mother, meanwhile, is lucidly erratic. But as Ruth's father's condition intensifies, the comedy in her situation takes hold, gently transforming her all her grief. Told in captivating glimpses and drawn from a deep well of insight, humor, and unexpected tenderness, Goodbye, Vitamin pilots through the loss, love, and absurdity of finding one's footing in this life.

A Radcliffe undergraduate and a Newark public library employee engage in a summer romance

For Zara's dog, Moose, nothing is more important than being with his favorite girl. So when Zara has to go to school, WHOOSH, Moose escapes and rushes to her side. Hello, Moose! Unfortunately, dogs aren't allowed at school and Moose has to go back home. Goodbye, Moose. But Moose can't be held back for long. Through a series of escalating escapes, this loyal dog always finds her way back to Zara, and with a little bit of training and one great idea, the two friends find a way to be together all day long. Improve engagement, productivity, and motivation with effective employee recognition Recognizing and Engaging Employees for Dummies gives you the tools and information you need to improve morale, productivity, and personal achievement with a successful employee recognition program. Written by a world-leading authority in employee recognition, this book walks you step-by-step through the design and implementation process and describes the incentives that work, the behaviors to reward, and the mechanisms that must be in place for the program to be effective in the long term. You'll learn how to pinpoint the places where engagement and recognition could improve the bottom line, and how to structure the reward for optimal balance between motivational, financial, and organizational effectiveness. With clear explanations and a fun, friendly style, this book is your quick and easy guide to boosting productivity, profit, and customer satisfaction. Most Americans who leave their jobs cite lack of recognition as the driving factor. When your employees feel appreciated, they stick around, work harder, achieve more, and drive your business onward and upward. This book shows you how to bring that dynamic to your workplace, with step-by-step guidance



and helpful advice. Design successful recognition programs Create powerful incentives for employees Reduce turnover, improve engagement, and drive excellence Foster a happier and more productive workplace Happy employees are productive employees. They get results. They innovate. They are the force behind the advancement of industries. Effective employee recognition programs are self-sustaining motivational tools that keep the fire lit. If you're ready to spark the flame, *Recognizing and Engaging Employees for Dummies* is the ideal guide for designing, implementing, and maintaining the program your employees have been waiting for.

Today's Top Leaders Share Their Learning Journeys

The Power of Stay Interviews for Engagement and Retention

Love 'Em Or Lose 'Em, Sixth Edition

Hello, Habits: A Minimalist's Guide to a Better Life

Hello Stay Interviews, Goodbye Talent Loss

And Five Short Stories

**AN INSTANT #1 NEW YORK TIMES BESTSELLER** *Beautiful World, Where Are You* is a new novel by Sally Rooney, the bestselling author of *Normal People* and *Conversations with Friends*. Alice, a novelist, meets Felix, who works in a warehouse, and asks him if he'd like to travel to Rome with her. In Dublin, her best friend, Eileen, is getting over a break-up, and slips back into flirting with Simon, a man she has known since childhood. Alice, Felix, Eileen, and Simon are still young—but life is catching up with them. They desire each other, they delude each other, they get together, they break apart. They have sex, they worry about sex, they worry about their friendships and the world they live in. Are they standing in the last lighted room before the darkness, bearing witness to something? Will they find a way to believe in a beautiful world?

**"Gorgeous, heartbreaking, and ultimately life-affirming."** —Nicola Yoon, #1 New York Times bestselling author of *Everything, Everything*. Perfect for fans of *Turtles All the Way Down*, *Thirteen Reasons Why*, and Zentner's own *The Serpent King*, one of the most highly acclaimed YA novels of 2016, *Goodbye Days* asks what you would do if you could spend one last day with someone you lost. Where are you guys? Text me back. That's the last message Carver Briggs will ever send his three best friends, Mars, Eli, and Blake. He never thought that it would lead to their death. Now Carver can't stop blaming himself for the accident and even worse, a powerful judge is pressuring the district attorney to open up a criminal investigation. Luckily, Carver has some unexpected allies: Eli's girlfriend, the only person to stand by him at school; Dr. Mendez, his new therapist; and Blake's grandmother, who asks Carver to spend a "goodbye day" together to share their memories and say a proper farewell. Soon the other families are asking for their own goodbye day with Carver—but he's unsure of their motives. Will they all be able to make peace with their losses, or will these goodbye days bring Carver one step closer to a complete breakdown or—even worse—prison? "Jeff Zentner, you perfectly fill the John-Green-sized hole in our heart." —*Justine Magazine* "Evocative, heartbreaking, and beautifully written." —*Buzzfeed* "Masterful." —*TeenVogue.com* "Hold on to your heart: this book will wreck you, fix you, and most definitely change you." —Becky Albertalli, Morris Award-winning author of *Simon vs. the Homo Sapiens Agenda*

**Your Talent Development Atlas** If you've been directing your organization's talent development effort during the last few years, you might think you're on a journey without a map. There are few published resources to guide you in a challenge that many experts promise will only become more urgent, and necessary, in the coming years. Elaine Biech, a legendary leader in training and development, understands the road ahead and has partnered with ATD to present a new book that will point the way—ATD's *Foundations of Talent Development: Launching, Leveraging, and Leading Your Organization's TD Effort*. Biech imbues this comprehensive volume with the energy and passion she has manifested in a career spanning more than three decades. In her hands, you have a trusted adviser who provides guidance, leadership, and direction to your organization. Biech painstakingly guides you over 36 chapters—taking you from developing your talent development strategy, creating an operating plan, and reinforcing your organization's talent development mindset, through design and delivery, measurement and evaluation, and preparing for the future. No matter where you are in your development, you will be able to pick up this book and select chapters that describe how you can help your organization. What's more, Biech has included a new customized model to assist you. Plus, she's invited dozens of her friends and colleagues to contribute—well-known authors, ATD subject matter experts, and icons in the field—to present a cross-section of voices and approaches in the field. In 2018, ATD celebrates its 75th anniversary by delivering ATD's *Foundations of Talent Development*, its first published reference to the profession it leads and supports. Think of this book as your professional atlas. The new edition of the bestselling employee development classic includes advice on talent retention in the gig economy, and a new chapter on creating a career development culture in your organization. Study after study confirms that career development is the single most powerful tool managers have for driving retention, engagement, productivity, and results. But most managers feel like they just don't have time for more meetings. This book offers a better way: frequent, short conversations with employees about their career goals that can be integrated seamlessly into the normal course of business. Beverly Kaye and Julie Winkle Giulioni identify three broad types of conversations that will increase employees' awareness of their strengths, weaknesses, and interests; point out where their organization and their industry are headed; and help them pull all of that together to design their personalized career plans. And the new chapter includes an assessment so you can measure how well your current culture supports employee development—and how to improve it.

**Learn Like a Leader**

Love 'Em or Lose 'Em, Sixth Edition

The Glass Castle

Help Them Grow Or Watch Them Go

The Stay Interview

**How Performance Management Is Killing Performance—and What to Do About It**

The internationally best-selling author of *Goodbye, Things* shares insights and practices to help us embrace habits and become the best versions of ourselves. Fumio Sasaki changed his life when he became a minimalist.

***But before minimalism could really stick, he had to make it a habit. All of us live our lives based on the habits we've formed, from when we get up in the morning to what we eat and drink to how likely we are to actually make it to the gym. In Hello, Habits, Sasaki explains how we can acquire the new habits that we want—and get rid of the ones that don't do us any good. Drawing on leading theories and tips about the science of habit formation from cognitive psychology, neuroscience, and sociology, along with examples from popular culture and tried-and-tested techniques from his own life, he unravels common misperceptions about "willpower" and "talent," and offers a step-by-step guide to success. Ultimately, Sasaki shows how ordinary people like himself can use his principles of good habit-making to improve themselves and change their lives.***

***Of all the obstacles and surprises managers know are heading their way each day, the one they least anticipate and prepare for is the resignation of a seemingly happy and extremely valued employee. It's the cement truck they never saw coming their way--but they could have. This invaluable resource introduces managers to a powerful new engagement and retention tool that they absolutely must begin utilizing ASAP: the stay interview. Smart companies and managers who have realized the importance of being proactive with their employees and not taking anything for granted have begun conducting these periodic reviews in order to discover why their important talent might leave and to solve any problems before they actually quit. Written by the retention expert who pioneered the process, The Stay Interview shows managers how to:***

- Prepare for the stay interview***
- Anticipate an employee's top issues***
- Respond to difficult questions***
- Listen effectively and dig deeper***
- Craft a detailed and effective stay plan complete with timeline***
- Assess each employee's level of engagement, predict potential exits, and communicate results to upper management***

***When you have the right people in place, you can't risk losing them. Complete with the five best questions to ask and sample scripts for different situations, The Stay Interview provides the key to saving yourself unnecessary headaches and surprises.***

***Retaining top talent and making sure employees feel engaged and appreciated is a perennial concern for every business. With over 710,000 copies sold globally, comes the fifth edition of this bestselling book by Beverly Kaye and Sharon Jordan-Evans. Since employees who walk out the door cost their companies up to 200 percent of their annual salaries to replace, retention is one of the most important issues facing businesses today. And with so many surveys reporting that employees are unhappy and not working up to their full potential, engagement is a second serious and costly issue. The latest edition of this Wall Street Journal bestseller offers twenty-six simple strategies--from A to Z--that managers can use to address their employees' real concerns and keep them engaged. The fifth edition has been revised and updated throughout and includes many more international examples, reflecting the fact that Love 'Em or Lose 'Em is available in twenty-two languages, from Albanian and Arabic to Thai and Turkish. Its message is truly one that spans continents and cultures. Three boys struggle to come to terms with the death of a friend in a drunk-driving auto accident in which all four were involved, in a story told through newspaper stories, diary entries, school announcements, telephone conversations, and classroom assignments.***

***Creative Style Profile***

***Goodbye Days***

***Hello, I Love You***

***From Hello to Goodbye***

***How to Navigate Clueless Colleagues, Lunch-Stealing Bosses, and the Rest of Your Life at Work***

Twenty years ago David Sheff climbed the back steps of the Dakota into the personal thoughts and dreams of John Lennon and Yoko Ono. From the kitchen to the studio and up those fateful Dakota steps, Sheff recorded 20 hours of tape, discussing everything from childhood to the Beatles. Sheff gives a rare and last glimpse of John and Yoko, one seemed to look beyond the kitchen table to the future of the world with startling premonitions of what was to come. This practical, how-to guide provides HR professionals with a detailed framework for designing, implementing and maintaining comprehensive career development systems. Covers a wide range of approaches--workshops, counseling mentoring--and tells how to enlist the support of management.

Grace escapes to the farthest place from home she can think of, a boarding school in Korea, hoping for a fresh start. She wants nothing to do with music, but when her roommate Sophie's twin brother Jason turns out to be the newest K-pop music superstar, Grace is thrust back into the world of fame.

A Novel

Launching, Leveraging, and Leading Your Organization's TD Effort

Goodbye, Vitamin

Proactive Tips for Maintaining Positive Employee Relations

Up Is Not the Only Way

Beautiful World, Where Are You