



BOOK ONE IN THE SIMPLE SERIES

MANAGING HIGH-MAINTENANCE EMPLOYEES

Lin O'Neill

Highmaintenance Employees

**Christhina Candido,Iva
Durakovic,Samin Marzban**



Highmaintenance Employees:

High-Maintenance Employees Katherine Graham Levis,2005-11-01 Every day managers find themselves wondering what to do about Joe That is Joe is a brilliant employee a visionary But no one can work with him because he s so unapproachable What do they do High Maintenance Employees is the first book to give managers detailed guidance on how to get the best out of high maintenance high performers visionary employees who are difficult to keep on track Kathi Graham Levis has spent the last 20 years coaching companies on how to improve their results and realized that the No 1 problem facing companies was how to manage these essential employees High Maintenance Employees takes the reader on a step by step process that includes Identifying and appreciating high maintenance high performers Understanding their behavior Creating the best work environment Rewarding and leading high maintenance high performers Integrating them into teams By following these steps managers will learn how to maximize their employees performance and thereby maximize their business

Managing High-Maintenance Employees Lin O'Neill,2007-04-13 Does the combination of your Open Door Policy and your High Maintenance employees regularly demolish your schedule Do you find yourself looking out your window as your High Maintenance employees leave work on time while your desk is still piled high with work that will keep you at the office for hours Do you find yourself considering less effective ways to delegate work because you just don t have enough energy to debate the High Maintenance employees to whom the jobs should be assigned If you answered Yes to any of these questions this book offers permanent relief A quick read it is packed with the information you need to effectively combat the productivity profitability and energy losses associated with High Maintenance employees **Computerworld** ,2005-09-12

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Boosting Employee Performance Marc Dorio,Susan Shelly,2011-01-04 Keep workers working and happy The Complete Idiot s Guide to Boosting Employee Performance is the most current and comprehensive guide for managers seeking to get the most out of their employees and build lasting relationships that will help them grow their business Includes the newest and most powerful tools to keep employees doing their best including ideas on keeping morale high when business is tough avoiding stagnant work habits and routines energizing employees about their job how to retain the best employees and much more Practical tips on maintaining clear communication between managers and staff offering the right incentives and inspiring teamwork Includes insightful anecdotes from real life Research in Personnel and Human Resources

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The Employee Experience Revolution John R. DiJulius, David D. Murray, 2024-06-10 Create a World Class Workforce Every business out there is interested in earning profits But sometimes the bottom line is not the best indicator of a company's long term health In the wake of the Great Resignation companies are scrambling to hold on to both employees and profits It turns out that one answer is the key to both The Employee Experience Revolution divulges the little known secret of how to become a more profitable company in both the short and long term happy employees Your customers will never be any happier than your employees Your people create and deliver the experience that keeps customers coming back Authors John DiJulius III and David Murray founder and VP of consulting respectively of The DiJulius Group are experts in the customer and employee experience industry The companies they have advised include Starbucks Chick fil A Lexus and The Ritz Carlton The goal is to have processes and a culture that encourage employees to naturally buy in to a company's brand so they voluntarily sing their employer's praises while providing stellar customer service Pay is only one factor A healthy organization will strive to give their employees job satisfaction by providing purpose recognition appropriate expectations and even like minded coworkers The principles in this book can be applied to any company large or small to help improve how their organization runs as well as their bottom line

Organizational Influence Processes Lyman W. Porter, Harold L. Angle, Robert W. Allen, 2003 This work covers topics related to the exercise of influence by individuals and groups within organizations It includes an introductory group of articles dealing with the nature of influence processes and power

Positioning Success Bill Lisowski, John Mengelson, 2007-11 Authors John G Mengelson and Bill Lisowski use their 60 plus years of combined business experience to give you the right questions to ask when managing the People Processes and Technology that are the foundation of your organization With these questions and the Action Plan provided in this book you are given the requisite tools for Positioning Success

The Relationship Economy John R. DiJulius, 2019-10-08 Creating Authentic Customer Connections in a High Tech World In The Relationship Economy author John DiJulius teaches business leaders about the importance of relationship building in the digital age He argues that in spite of and because of the advances in tech we've become a less connected society We have dramatically evolved away from face to face communication and the skill of building rapport is evaporating This means that customer personalization and relationships are more important now than ever and they will be the key to success for businesses moving forward As he aptly states Being able to build true sustainable relationships is the biggest competitive advantage in a world where automation artificial intelligence and machine learning are eliminating the human experience which is what creates the emotional connections that build true customer loyalty This book reminds readers of the importance of personal connections and shows them how to attain meaningful lasting relationships with their customers

4-Square Human

Development System Quin Childress, Childress Consulting, Pat Childress, 2007-03 Exhaustive research has been done on employee behavior and productivity in the workplace. The findings are pretty consistent. People are largely underutilized and the majority of management and employees are unhappy with their work environment. Even worse, there hasn't been a straightforward comprehensive process for human development in the workplace. There have been many attempts, but the choices are often cumbersome, expensive, or incomplete. Most don't satisfy the real need for human change management that contributes to organizational success. The 4 Square HDST was designed to be a complete system for workforce change and sustained employee engagement. It effectively brings management and employees together on common interests once and for all. This powerful management tool generates dramatic rapid improvements in morale. Gets management and employees working together on the same page. Meets the needs and wants of an organization's best employees. Provides an effective process for dealing with performance and behavior issues. Keeps everyone focused on strategic measurable objectives. Best of all, it's a user-friendly, documented system focused on helping people and organizations succeed. Finally, a practical tool is available for all levels of management. Childress Consulting is a management and human resource consulting firm. They have been helping private and public sector organizations thrive in organizational and employee performance for the past fourteen years.

The Sage Handbook of Survey Development and Application Lucy R. Ford, Terri A. Scandura, 2023-06-29 The SAGE Handbook of Survey Development and Application provides a practical resource that researchers can go to for cutting edge tools to ensure they are employing the best survey research techniques. This handbook not only covers the classic and innovative skills and approaches involved at every step of the survey research process but also centres itself around applied how-to guidance to aid readers in best practice. Chapters engage with a broad range of topics including sampling issues, approaches to establishment of measurement equivalence, and the use of online labour pools in survey development. With contributions from a global community of leading and emerging scholars across a wide variety of disciplines, this Handbook is focused on being applicable and accessible across the social sciences. Containing over 120 tables and figures, checklists, and tutorial guides, The SAGE Handbook of Survey Development and Application will serve as a one-stop resource for survey research. This handbook serves as a touchstone for a variety of fields such as Organizational Behavior, Industrial Organizational Psychology, Management Psychology, Educational Research, Marketing, Public Policy, and others.

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People Data Tine Huus,2015-05-14 People are an organizations biggest asset and easily amount to 30% of company costs so even small improvements can have a bottom line impact A unique toolkit to an important new trend People Data demystifies and simplifies the process of understanding and working with human capital metrics

Routledge Handbook of High-Performance Workplaces Christhina Candido,Iva Durakovic,Samin Marzban,2024-06-28 This timely book focuses on an overview of the fundamentals behind high performance workplaces underpinning occupants satisfaction health and productivity To this end it covers human environmental and organisational aspects proven to be of great relevance to the design of high performance workplaces Perhaps most significantly it looks at these characteristics both before and after the start of the COVID 19 pandemic From the exodus from private offices to the rise of open plan workplaces where how and when people work was changing rapidly pre COVID Post COVID pandemic imposed restrictions banished workers from offices into their homes fast leaving organisation scrambling to keep workers functioning away from HQ After the immediate shockwaves set by the pandemic workers and organisations have had the time to learn about positives and negative aspects of remote working with the vast majority now questioning the need to go back to HQ and the purpose of offices In this book the contributors share and discuss lessons learned from research conducted in workplaces pre and post 2020 with a view of providing a clear picture about what high performance workplaces are about including the key drivers behind workers satisfaction health and productivity This handbook builds on a programme of applied research conducted in workplaces led by the editors over the last decade which is aimed at understanding the synergies between the design performance and experience of spaces It examines ergonomics biophilic design acoustics indoor air quality thermal comfort diversity leadership psychological safety culture and much more Research findings are presented side by side with case studies selected from the research database led by the editors Industry experts add to the academic voice reinforcing the authenticity of this book and its relevance to other stakeholders found outside the academic arena including the property and design industry students government and the community in general The Open Access version of this book available at <http://www.taylorfrancis.com> has been made available under a Creative Commons Attribution Non Commercial No Derivatives CC BY NC ND 4 0 license

Current Awareness in Health Education ,1983-03

Your Career, Your Life Annette Kinnear,2012-09-24 Doors fly open and opportunities arrive on your doorstep once you start to understand the basic principles of career success Your Career Your Life reveals these important foundations and shows that career growth is a process that starts inside you SUCCESS is a direct product of your thoughts words and actions While all careers can grow up to a point through consistent hard work going further requires wisdom preparation and focus conscious

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Compensation Management Deb,2009 On Staffing Nicholas C. Burkholder,Preston J. Edwards, Sr.,Elizabeth Sartain,2004-04-14 As HR leaders know successful staffing is about much more than just hiring qualified people It s about hiring the right qualified people and keeping them To help you do that On Staffing covers the new and innovative business initiatives managers from leading companies are using to assess the potential of people and place them in positions in which they can maximize that potential It analyzes the practices that work offers strategies for dealing with rapidly changing business and hiring environments and helps HR leaders prepare for the changes and challenges to come *Keeping the People who Keep You in Business* Leigh Branham,2000 A war rages in today s workplace pitting company against company in the fight to find and keep good employees The losses are high and battle weary managers are desperate for talented reinforcements This compelling new book gives readers a battle plan for victory offering 24 strategies for retaining valuable people

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