

A scenic view of a mountain peak, likely El Capitan in Yosemite National Park, with a quote overlay. The image shows a steep, rocky cliff face on the left, with a valley and other mountain peaks in the background under a hazy sky.

Getting the right people in the
right jobs is a lot more important
than developing a strategy.

Jack Welch

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Getting The Right People

Alan Coppin



Getting The Right People:

Finding and Keeping the Right People Jon Billsberry, 1999-11 People make decisions People sell things Your people are your organisation Make sure you have the right people **How to Play the Game at the Top** Fenorris Pearson, 2010-04-15 Before starting his own successful company Fenorris Pearson was a top executive with Dell and Motorola with responsibilities in Asia Europe the Middle East Africa and the Americas He worked with top people on top teams building and selling top products to global audiences Smart people like to work with smart people and when cutting edge technology big name corporate players major new product launches and billions of dollars are on the line there is no room for sleepwalkers jokers or phoning it in Top performers get to the top by bringing their A game every day But now even that isn't enough You have to come fully prepared to work at the top of your game every day Pearson reveals how to do just that opening up the corporate play book and providing a glimpse into the inner workings of the men and women driving American business today the consummate corporate executives **Motivation** Brian Tracy, 2013 Most of your employees have all the ingredients for greatness inside them already They simply need you to motivate them Learn how today *The Project Manager* Richard Newton, 2010-01-27 Processes don't drive projects people do Successful project management is ultimately about effective communication and more broadly effective people management Most books however deal largely with process the mechanical methodological side and play down the human side The Project Manager is a fresh approach to project management it moves beyond the formal methodologies and techniques to shed light on the core skills that will make you a great project manager It puts the project manager centre stage and provides you with an invaluable set of experience based lessons tips and advice to help you consistently deliver the results you want Whether you are a project manager yourself or someone who works with or recruits project managers this book will be essential reading DISCOVER WHAT YOU NEED TO KNOW AND DO TO BE A GREAT PROJECT MANAGER **Salvaged** Roy Goble, 2019-01-08 Successful Silicon Valley real estate developer and wealth creator Roy Goble shares the surprising lessons he learned as a boy working in his family junkyard Skillfully uniting the teachings of Jesus with the sometimes messy realities of leading people and getting things done Salvaged helps leaders at all levels discover powerful opportunities to follow Jesus in the real world and in surprisingly simple ways Working in his dad's junkyard as a kid Roy had no idea what his future held an incredibly successful career in commercial real estate as well as founding and leading multiple ministries churches and nonprofits across the globe So when Roy talks about what it means to follow Jesus daily as a leader people pay attention Entrepreneurs pastors and managers who learn to lead from Roy won't parrot his jargon or practice his system these men and women will simply know how to lead better After a no nonsense and compelling introduction Roy delivers 31 of his most surprising memorable and practical leadership lessons many of which are culled from his junkyard days Each focuses on a personal junkyard story leadership lesson and comparable Bible passage perfect for daily study A growth and action section is included after each chapter that

gets to the heart of the lesson through thought provoking questions with action steps designed to be immediately put into practice

Get A Grip Gino Wickman, Mike Paton, 2014-04-08 It's time to take your business to the next level Eileen Sharp and Vic Hightower were frustrated After years of profitable predictable growth Swan Services was in a rut Meetings were called and discussions held but few decisions were made and even less got done People were pointing fingers and assigning blame but nothing happened to solve Swan's mounting problems It felt as though they were working harder than ever but with less impact The company Eileen and Vic had founded and built for 10 years was a different place It just wasn't fun anymore Their story is not unusual The challenges they were facing are common predictable and solvable Get A Grip tells the story of how Swan Services resolves its issues by implementing the Entrepreneurial Operating System With the help of EOS Eileen Vic and their leadership team master a set of managerial tools that allow them to get traction on their business grow the business and deliver better results for clients The story of Swan Services is a fable but the Entrepreneurial Operating System is very real and has helped thousands of businesses worldwide A complete entrepreneurial toolkit EOS has helped thousands of businesses get to where they want to be In Get A Grip learn how Swan Services leaders learned to develop and commit to a clear vision establish focus build discipline and create a healthier and more cohesive team With characters and situations created from collective business experiences and stories Get A Grip is a fable that will ring true for entrepreneurial leaders the world over and guide them to get their companies on track

Media, Telecommunications, and Business Strategy

Richard A. Gershon, 2013-07-18 With today's dynamic and rapidly evolving environment media managers must have a clear understanding of different delivery platforms as well as a grasp of critical management planning and economic factors in order to stay current and move their organizations forward Developed for students in telecommunications management media management and the business of media this text helps future media professionals understand the relationship and convergence patterns between the broadcast cable television telephony and Internet communication industries The second edition includes updated research throughout including material on major business and technology changes and the importance of digital lifestyle reflected in e-commerce and personalized media selection such as Netflix and iTunes and the growing importance of Facebook and social networking from a business perspective

Getting the People Equation

Right Logan Loomis, 2011-01 Getting the People Equation Right outlines a proven formula for making good people decisions and avoiding hiring mistakes a practical method for getting the right people in the right jobs and keeping them Getting the People Equation Right shows the reader how to identify strong performance potential people who can both do the job and who have the traits and qualities needed to excel in the job Readers learn how to discover why current top performers perform so well and how to use that understanding to hire other top performers The author provides intriguing insight into counterproductive job behaviors such as being harsh authoritarian dogmatic permissive inflexible or dominating The author also shows how to identify these counterproductive behaviors in people before you hire them Getting the People Equation

Right examines five simple but powerful management practices that great managers use to retain top talent In short Getting the People Equation Right offers readers a practical method for getting the right people in the right jobs together with concrete management practices that help managers retain top talent and build great places to work

Employee to Entrepreneur Steve Glaveski, 2018-12-21 Make the leap and become an entrepreneur today Are you living for the weekend Are you dissatisfied at work Are you itching to do something that is important to you How can you avoid the pitfalls that many first time entrepreneurs have fallen into How do you explore whether entrepreneurship is right for you without giving up your day job Employee to Entrepreneur is your guide to leaving your job behind and building something for yourself Author and employee turned entrepreneur Steve Glaveski shows you how to navigate the challenges find the entrepreneurial success that is right for you and become a better person along the way Employee to Entrepreneur combines storytelling with a step by step framework to teach you how to effectively explore and leverage entrepreneurship to gain freedom fulfillment and financial security understand what you want to do by first understanding yourself explore if entrepreneurship is right for you without giving up your day job avoid the common pitfalls faced by first time entrepreneurs fund test and prioritise your ideas in a fast and cost effective way develop the mindset to succeed in your business If you re ready to leave your cushy employee life behind and build a business and a life you believe in reading this essential guidebook is your first step to making it happen

Bounce Keith McFarland, 2009-09-15 Why do many people and companies crumble in the face of difficulty while others use adversity to bounce back even stronger Here from New York Times bestselling author Keith McFarland is a leadership fable for those wary of fables a story that rejects pat heard it before advice and shows in a startlingly fresh way how to use challenges to make both yourself and your organization stronger Mike Maloney division manager for Boston area tech firm CRX returns from a business trip late one night feeling demoralized His unit is about to lose its biggest customer and its most valuable employee Mike wonders how much longer he and his staff can keep up their relentless work schedule and meet upper management s new request for cost cuts Something has to give Hoping to blow off steam he heads to a gym where he runs into Joe a former army Ranger After listening to Mike vent about the cards he s been dealt the ex soldier says Sounds like your company is ready to bounce Mike looks confused so Joe begins tutoring him in lessons from the battlefield It is precisely when all seems lost says Joe that the opportunity exists to rethink a situation and make real progress Over the next two weeks Joe turns Mike s view of himself and his company upside down Despite his Ivy League MBA and extensive experience running companies Mike has a lot to learn from this young grunt just back from Afghanistan For example he learns that under pressure people experience two kinds of anxiety one that hurts performance and one that helps it Mike uses the insight to get his troops running toward the sound of gunfire and in the process learns that bounce can happen outside the workplace too With Joe s help he finds his own personal bounce Drawing inspiration from such sources as the work of M I T social scientist Ed Schein the film Saving Private Ryan and his own experiences as a CEO

leading companies McFarland cleverly weaves a story whose practical insights can be put to use immediately With an invaluable wrap up section at the book s end that analyzes each of the key ideas and shows how they can be applied in work and personal life Bounce may be the most indispensable guide to facing challenges ever written From the Hardcover edition

Great Change Adam Bennett, 2023-08-28 Rethink what you know about THE WAY your business works learn how to implement strategy and drive real measurable change in your organisation Are you tired of developing strategies that aren t properly implemented Do you want to overcome disruption and create positive change in your organisation Great Change The WAY to Get Big Strategy Done is the book that will show you how to turn your plans into reality Author and experienced leader Adam Bennett shares a unique engaging approach to organisational transformation that will kindle your motivation and ignite your ingenuity Great Change combines the philosophy of the Tao Te Ching and Japanese martial arts with real world stories to deliver a practical 5 step process for success You ll discover the mindset and the actions that will ensure your strategy creates real measurable results In all organisations there is a WAY of doing things These methods approaches and cultures combine in a manner that defines the very core of that organisation Think about it You know intuitively the way that your current organisation works what it stands for and why it exists But just as there is a WAY of being there is a WAY of changing Great Change shares a 90 day blueprint that unpacks exactly how you can combine the right mentality and mechanics to build momentum and spark transformation Rethink what you know about THE WAY of being and doing in business Uncover unique and inspiring leadership lessons from philosophy world history and big business Develop a mindset for driving action challenge your own way of thinking about change and identify the corporate characters who resist it Learn the tried and tested methods to accelerate your plans for organisational transformation Discover how to build momentum in a new role and avoid the common mistakes leaders make in spearheading change In today s world of rapid evolution uncertainty and always on media organisations need to adapt quickly and effectively to stay competitive They need to sense what is happening in the world and to strategise But that is not enough They need to know how to actually get that strategy done Great Change reveals the tools skills and methodologies any leader executive or manager can use to deliver successful results even in the most challenging times

Program Management Ginger Levin, 2012-08-29 Program management is a rapidly emerging offshoot of project management So much so that AT T IBM and other organizations both large and small in all sectors have initiated a push to certify program managers And although universities offer courses in program management there are few books available to guide program managers through this field that requires a broad level of knowledge and experience The definitive reference on program management Program Management A Life Cycle Approach provides this much needed guidance Edited by Dr Ginger Levin the second person to become a PMI certified program manager PgMP this handbook presents a cohesive compilation of program management knowledge from more than 20 certified PgMPs It considers the entire program life cycle and its phases from initiation to sustainability Each chapter is

written by an experienced PgMP from a wide range of industries and countries Combining the rigor of an academic reference with easy to read language the book covers the themes in the PMI Standard for Program Management and ties them to program managers work The chapters reference PMI s standards complement the concepts in the standards and expand on the concepts and issues that the standard mentions in passing The book also addresses a few issues that the standard does not touch on at all The book can be read in its entirety or specific chapters of interest can be read separately Overall the book provides practitioners with a reliable source of information on the key themes and issues in program management It is useful for individuals desiring to attain the PgMP credential and suitable for colleges and universities offering courses in program management *Two Left Feet* Football Friends Media, **Lessons From the Edge** Jana Matthews, Jeff

Dennis, 2003-09-04 Entrepreneurs often struggle with many aspects of business planning and financing company growth creating a company vision recruiting leading and managing people as well as personal costs In *Lessons from the Edge* more than 50 business owners and entrepreneurs offer a wealth of real life stories in their own words that provide rare insights about keeping a company healthy and growing Here is a unique collection of first person accounts by entrepreneurs who describe their mistakes in business and the lessons they have learned as a result The stories cover a wide range of experiences from the trials and tribulations of partnerships to the loss of key customers theft finding and retaining employees and the personal cost of living on the edge The authors have drawn on interviews with more than 50 entrepreneurs all of whom are under 45 years of age and are founders or presidents of companies with revenues over 1 million and growing rapidly They volunteered to share their stories describing why they lost or almost lost their companies what they did wrong and the lessons they have learned Their narratives are full of mistakes failure courage moments of realization and timely moves that saved the day Every company owner will find these accounts insightful compelling and occasionally gut wrenching especially because most face similar challenges and live with the reality that they too could fall off the edge This instructive and inspiring book brims with lessons for all business owners about courage persistence and survival *Lessons from the Edge* is an essential read for both established and prospective entrepreneurs **How Dare You Manage?** Nick

Forrest, 2013-10-17 How dare you manage These words are often on the tip of Nick Forrest s tongue as he consults for CEOs and other senior managers Why Because rare is the CEO who has been taught to manage large groups of employees indeed to be accountable for everything for the entire organization Now in this new book Forrest explores the seven CEO management principles by which CEOs can energize all of their employees to achieve high levels of productivity and outstanding results The principles are Create your strategy Choose your organization s functional structure Level the organization Define the work Manage your lateral relationships Build the required talent Make it all happen with effective management practices *The Human Capital Imperative* Alan Coppin, 2017-08-18 Alan Coppin is a rare individual His experience and insight span private and public sectors charities and the Armed Forces The vital importance of human capital

is the thread which has bound all this together His book is a rich gold mine of data research wisdom and anecdote Sir Gerry Grimstone chairman of Standard Life deputy chairman of Barclays non executive director of Deloitte and lead non executive director at the Ministry of Defence In this new book Alan Coppin a leader with extensive cross sector experience draws on discussions with leaders in the public and private sectors as well as from charities the military and trade unions to offer you the ideas and practical applications that have proved effective in ensuring human capital is properly valued and managed Most business decisions are based on lag data historical reporting of what happened last month last quarter or last year It s solid real and comforting Unfortunately it s also not a very good indicator of what might happen next The best lead data information with genuine predictive power comes from understanding your people and what they can deliver All major organizations claim that people are their greatest asset and yet at the first sign of problems the first action they take is to fire people Why because employees are also an organisation s biggest liability in terms of cost and their cost is much easier to quantify than their value But like any asset human capital will only deliver its full value if it is properly understood measured and managed The author offers you the tools you need to take the issue beyond the HR department and satisfy the number crunchers in the boardroom With their help you can make human capital part of the normal financial metrics essential to running a successful organisation Isn t it time you understood and managed the metrics that can predict your organization s future rather than relying on those that simply report on its past *The Emotional Edge* Crystal Andrus Morissette,2015

The Emotional Edge empowers you to stop knee jerk reacting in ways that hurt and instead start expanding your life to become the greatest expression of you possible Once you know your Emotional Age you can take any needed steps to become more fully grown up so you stop giving your power away You ll now see when you re inadvertently sabotaging yourself and understand why You ll be able to channel your fear and anger into courage and willingness and live your best life without guilt shame or blame Amazon com *Entrepreneurs* John Thompson,Bill Bolton,2024-05-31

What does it take to be or to become a successful entrepreneur Are there specific personality types that are best suited to entrepreneurship And can these types or rather the attributes that combine to forge them be learned or acquired In this book John Thompson answers these questions and many more to let the reader see through the eyes of the entrepreneur *Entrepreneurs Talent Temperament Opportunity and Mindset* introduces the world of entrepreneurship from a person centred perspective Part 1 builds an understanding of the entrepreneur as a person based on the key factors of talent and temperament a unique framework for understanding and exploiting entrepreneurial opportunities Part 1 also explores the entrepreneurial mindset and how it can be honed and strengthened The process of starting and growing a business is then described in detail in Part 2 which also examines entrepreneurship in the context of opportunity and strategy Part 3 introduces the infrastructure and environment in which the entrepreneur has to operate and tells the stories of famous entrepreneurs through dozens of case vignettes including classic figures such as Henry Ford through to social entrepreneurs and even anti social entrepreneurs such as Al

Capone This insightful empirically based take on the entrepreneur provides students with an accessible and original way into entrepreneurship Whatever their background students at all levels will value the author s accessible writing style and invaluable insights

Getting Clients and Keeping Clients for Your Service Business M. D. Weems, 2008 Many books are written on how to attract more business for retail stores or new products but this is the only book written for the small business service provider Whether you are an attorney doctor accountant consultant personal trainer insurance agent Web or computer consultant graphic designer dentist landscape or pool caretaker professional cleaner wedding planner tree trimmer caterer or pet sitter this book is for you The truth is unless you keep a steady stream of clients coming through your doors you will never be as successful as you would really like to be If you re great at working with clients and you do an excellent job of providing your services you have the capability to turn your service business into a highly profitable firm easily If you are like most small business service providers getting and keeping new clients is hard work and takes up most of your time And it is a big challenge Yet this was not the reason you went into business You went into business to assist your customers and make a financially rewarding business for yourself This new book will guide you back to your original goals for going into business while making your life easier Developing a low cost proven marketing system doesn t have to be difficult or time consuming This book details the principles and practices of marketing for the professional service business In 30 days or less you will be so successful in attracting all the business you will ever need that you can select the clients you want to serve This specialized book will demonstrate methodically how to market and promote your services easily inexpensively and most important profitably You will learn how to find new business clients quickly and keep existing ones satisfied by selling client based solutions and services by putting technology and low cost marketing devices into place that take little or no time on your part You will learn to develop a marketing plan with hundreds of practical marketing ideas to help successful service providers attract new clients and increase business with existing ones Atlantic Publishing is a small independent publishing company based in Ocala Florida Founded over twenty years ago in the company president e tm s garage Atlantic Publishing has grown to become a renowned resource for non fiction books Today over 450 titles are in print covering subjects such as small business healthy living management finance careers and real estate Atlantic Publishing prides itself on producing award winning high quality manuals that give readers up to date pertinent information real world examples and case studies with expert advice Every book has resources contact information and web sites of the products or companies discussed

Lessons in Leadership Steve Aduato, 2016-09-01 In this practical guide Emmy Award winning public broadcasting anchor Steve Aduato teaches readers to be self aware empathetic and more effective leaders at work and at home His powerful case studies spotlighting dozens of leaders from Pope Francis to New Jersey governor Chris Christie are complemented by concrete tips and tools based in real life scenarios With Lessons in Leadership readers can learn to steer others through difficult economic times to mentor rising leaders to provide straight talk to underperforming employees and

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