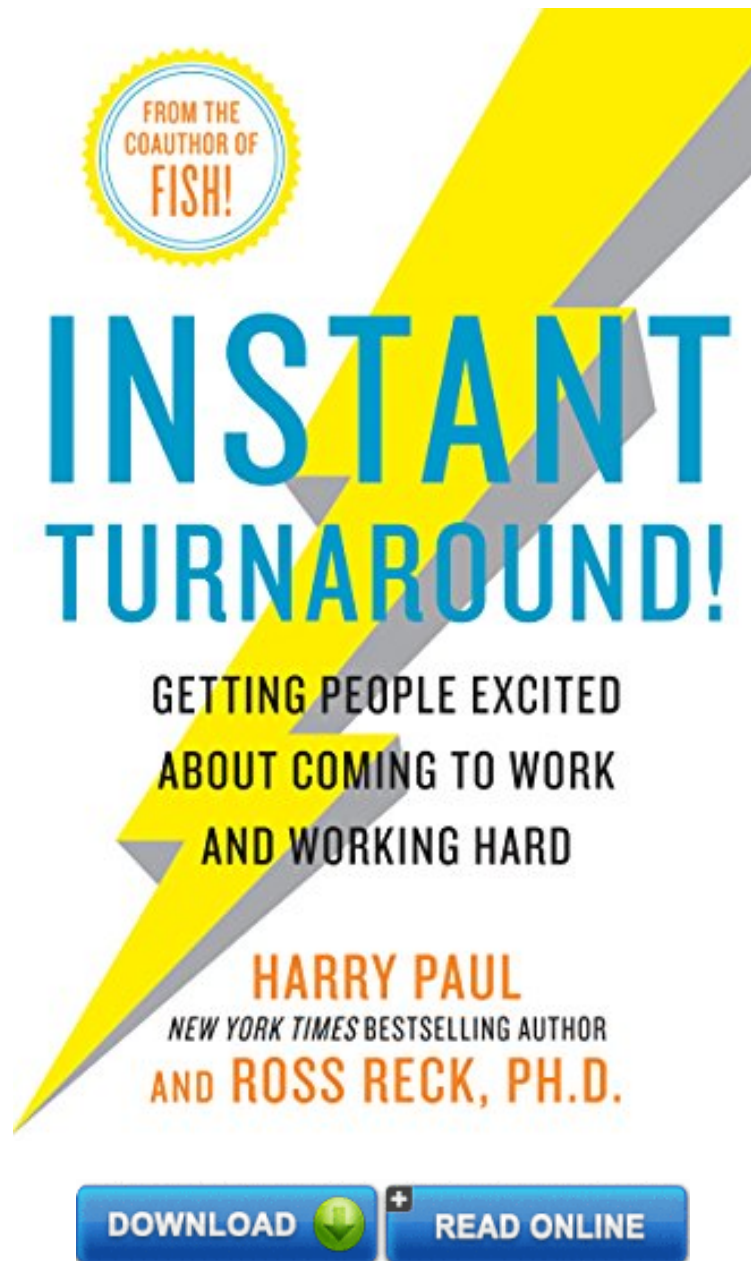


# Instant Turnaround!: Getting People Excited About Coming to Work and Working Hard

Harry Paul, Ross Reck

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**Harry Paul, Ross Reck : Instant Turnaround!: Getting People Excited About Coming to Work and Working Hard** before purchasing it in order to gage whether or not it would be worth my time, and all praised Instant Turnaround!: Getting People Excited About Coming to Work and Working Hard:

0 of 0 people found the following review helpful. Quick read like Fish!By Mary Ellen H. ShownOf course. The things that work are the basics. Being nice. Imagine that! Great story with a great lesson!3 of 5 people found the following review helpful. This book is right on target - a must read.By Jane WoyciehowskyWhat a great book! WOW - The

story is fast-moving, flows easily and the message is solid. I also like how the main points are repeated several times which makes them hard to forget--the Four Be's, etc. In addition, the book is also loaded with text boxes containing facts and real world examples reinforce the book's main point which is: The better you treat people; the harder they'll work. 1 of 1 people found the following review helpful. Do Unto Others---Before They Do Unto You By Jeffrey A. Veyera The Theory X/Theory Y management battle rages on, long after one presumes it would have been settled in favor of the latter. Management by fear (Theory X) has been fully discredited in most industries and vocations, but apparently it's popular enough to require special business books urging managers to do something quite simple if they want to realize instant gains in productivity: be nice to your employees. Yet what do many companies do when times get tough? Can a whole bunch of "valued" employees. Predictably, the productivity gains expected to be realized by such draconian actions never really materialize. The reason is simple: nothing confirms the dim view management takes of employees more quickly than sending their friends and colleagues home with a cardboard box of their belongings. "Instant Turnaround" takes this simple truth---the nicer you are to your employees, the harder they will work for you---and presents a very simple way to test it out yourself. Highly recommended for new managers or as a "gift" left like a hand grenade in the dead of night on awful managers who have a prayer of changing their ways.

Transform Your Workplace! Imagine a company where people are excited about coming to work and giving their best efforts every day. In this innovative and engrossing business parable, Harry Paul and Ross Reck show managers at all levels how they can immediately and easily increase productivity by tapping into the discretionary effort of the people who work for them. Starting from the most basic aspect of business reality---that people intentionally regulate the amount of effort they put into their jobs based upon how they feel they're being treated---the authors point out that the most important part of the job of every manager, team leader, supervisor, and executive is to treat people in such a way that they become excited about applying all their discretionary effort toward performing their jobs. At the book's center is the story of Nancy Kim, a human resources director at a magazine that is struggling with all the problems associated with unhappy employees---low productivity and morale along with high absenteeism and turnover. After she openly challenges the CEO's new management-by-the-numbers system, she's charged with turning the situation around immediately. Filled with real-world studies, Instant Turnaround! shows anyone how to turn the workplace into a destination---a place where working hard feels like hardly working because it's engaging, enjoyable, and fulfilling.

From Publishers Weekly In this compact and accessible business parable, Paul and Beck (coauthors of Revved!) claim that savvy managers can turn any company around by creating a happy, positive workplace and valuing employees. While empowering employees is a straightforward concept, according to the authors, most managers don't live it. Lessons in making this seemingly effortless turnaround are recounted through the story of an ambitious HR director at a distressed magazine publishing company. With the guidance of a successful entrepreneur, she revitalizes productivity and amazes her skeptical, numbers-oriented boss. While elementary in tone and message, a simple wisdom emerges that can be understood and shared by any manager in any industry. In dismal economic times, this small and genial fable provides the hopeful message that it is still the individual human spirit and cooperation that propels innovation and productivity. (May) Copyright copy; Reed Business Information, a division of Reed Elsevier Inc. All rights reserved. "The best leadership advice for creating a great organization comes from simple truths. Instant Turnaround is full of these truths. Harry Paul and Ross Reck nail what it takes to get people excited about coming to work and working hard. Read this book." About the Author A longtime associate of the Ken Blanchard Companies, Harry Paul is the coauthor of the bestselling Fish! series. He lives in San Diego, California. Ross Reck, Ph.D., is a management consultant whose clients include Hewlett-Packard, John Deere, American Express, Xerox, the Chicago Cubs, and many others. He lives in Phoenix, Arizona. Together they are the authors of Revved!