

Radical Candor Be A Kick Ass Boss Without Losing Your Humanity

Seize the competitive advantage by building speed into your leadership DNA The rapid pace at which change occurs in business today is unprecedented. Speed has become a major source of competitive advantage. Leaders who act quickly and inspire others to do the same are the ones who ultimately win the day. But achieving increased levels of speed is not always easy. Culled from the data of one million 360-degree feedback assessments, Speed provides valuable insights into the qualities that make a leader successful and productive. Jack Zenger and Joe Folkman reveal eight essential leadership behaviors shown to improve performance and ultimately drive organizational effectiveness. The authors will help you assess the pace at which you work and determine how you stack up against others in their firm's database. You'll discover tactics for speeding up critical elements of your day and learn how you can use the eight companion behaviors—including innovation, develop courage, initiate action, and set stretch goals—to help you increase your speed.

Who hasn't suffered at one time or another from exhaustion, cynicism, and a lack of effectiveness? But combine them over time and you're flirting with a disaster of catastrophic magnitude--burnout. Elegantly defined as the depletion of personal agency (the apparatus driving our ability to initiate and execute actions) burnout effectively wipes out our ability to be effective, much less engaged. And the cost of burnout is astronomical in all its forms and phases, including the profound and lasting effects it has on employees and workplace cultures. Based on extensive research and full of real-world stories and examples, workplace culture experts Rob and Terri Bogue take a deep dive into the signs, sources, and solutions of burnout and deliver an essential resource that helps anyone identify, prevent, and recover from burnout.

"This book made me happy in the first five pages." —AJ Jacobs, author of *The Year of Living Biblically: One Man's Humble Quest to Follow the Bible as Literally as Possible* Award-winning author Gretchen Rubin is back with a bang, with *The Happiness Project*. The author of the bestselling *40 Ways to Look at Winston Churchill* has produced a work that is "a cross between the Dalai Lama's *The Art of Happiness* and Elizabeth Gilbert's *Eat, Pray, Love*." (Sonya Lyubomirsky, author of *The How of Happiness: A Scientific Approach to Getting the Life You Want*) In the vein of *Julie and Julia*, *The Happiness Project* describes one person's year-long attempt to discover what leads to true contentment. Drawing at once on cutting-edge science, classical philosophy, and real-world applicability, Rubin has written an engaging, eminently relatable chronicle of transformation.

"Indispensable reading for anyone seeking to improve their professional selves."
—Daniel H. Pink, #1 New York Times bestselling author of *When* An essential guide for how to snap out of autopilot and become your own best advocate, with candid anecdotes and easy-to-adopt steps, from veteran HR specialist and popular podcast host Laurie Ruettimann Chances are you've spent the past few months cooped up inside, buried under a relentless news cycle and work that never seems to switch off. Millions of us worldwide are overworked, exhausted, and trying our hardest—yet not getting the recognition we deserve. It's time for a fix. Top career coach and HR consultant Laurie Ruettimann knows firsthand that work can get a hell of a lot better. A

Download File PDF Radical Candor Be A Kick Ass Boss Without Losing Your Humanity

decade ago, Ruettimann was uninspired, blaming others and herself for the unhappiness she felt. Until she had an epiphany: if she wanted a fulfilling existence, she couldn't sit around and wait for change. She had to be her own leader. She had to truly take hold of life—the good, the bad, and the downright ugly—in order to transform her future. Today, as businesses prioritize their bottom line over employee satisfaction and workers become increasingly isolated, the need to safeguard your well-being is crucial. And though this sounds intimidating, it's easier to do than you think. Through tactical advice on how to approach work in a smart and healthy manner, which includes knowing when to sign off for the day, doubling down on our capacity to learn, fixing those finances, and beating impostor syndrome once and for all, Ruettimann lays out the framework necessary to champion your interests and create a life you actually enjoy. Packed with advice and stories of others who regained control of their lives, *Betting on You* is a game-changing must-read for how to radically improve your day-to-day, working more effectively and enthusiastically starting now.

USA TODAY BESTSELLER Take HOLD of your financial future! Learn how to obtain financial freedom through real estate. The final book in Gary Keller's national best-selling *Millionaire Real Estate Investor* trilogy teaches the proven, reliable real estate investing process to achieve financial wealth: 1. Find – the right property for the right terms and at the right price. 2. Analyze – an offer to make sure the numbers and terms make sense. 3. Buy – an investment property where you make money going in. 4. Manage – a property until it's paid for or you have a large amount of equity to leverage. 5. Grow – your way to wealth and financial freedom.

See faster results through everyday feedback. *The Feedback Imperative: How to Give Everyday Feedback to Speed Up Your Team's Success* reveals the hidden reasons why giving feedback to employees can be so difficult and yet so urgently needed in today's workplace, and provides the definitive steps for overcoming feedback avoidance and taking great leaps forward with employee engagement, retention, and performance. Anna Carroll applies her extensive research and expertise in business consulting and psychology to illustrate how brain science, generational trends, our information economy, limiting beliefs, and organizational culture collide in the new workplace, creating a huge gap between the supply and demand of helpful professional feedback. In her "Seven Steps to Everyday Feedback" and sixteen tools for self-assessment and planning, Carroll provides detailed instructions for leaders to execute a feedback turnaround that will quench their team members' thirst for helpful feedback and build a culture in which employee-to-leader and peer-to-peer feedback are welcome as well.

The old adage is ingrained in us that if you don't have anything nice to say then don't say anything at all. While this advice may work for home life, as Kim Scott has seen first hand, it is a disaster when adopted by managers in the work place. Scott earned her stripes as a highly successful manager at Google before moving to Apple where she developed a class on optimal management. *Radical Candor* draws directly on her experiences at these cutting edge companies to reveal a new approach to effective management that delivers huge success by inspiring teams to work better together by embracing fierce conversations. *Radical Candor* is the sweet spot between managers who are obnoxiously aggressive on the one side and ruinously empathetic on the other. It is about providing guidance, which involves a mix of praise as well as criticism -

Download File PDF Radical Candor Be A Kick Ass Boss Without Losing Your Humanity

delivered to produce better results and help employees develop their skills and boundaries of success. Great bosses have a strong relationship with their employees, and Scott has identified three simple principles for building better relationships with your employees: make it personal, get stuff done, and understand why it matters. Radical Candor offers a guide to those bewildered or exhausted by management, written for bosses and those who manage bosses. Drawing on years of first hand experience, and distilled clearly to give actionable lessons to the reader, Radical Candor shows how to be successful while retaining your integrity and humanity. Radical Candor is the perfect handbook for those who are looking to find meaning in their job and create an environment where people both love their work, their colleagues and are motivated to strive to ever greater success.

Most software project problems are sociological, not technological. Peopleware is a book on managing software projects.

Help your child strengthen early reading skills with the Words to Know: Sight Words for preschool workbook. This 320-page resource helps children work toward independent reading through sight word repetition and fun, engaging activities. Words to Know: Sight Words includes a bonus set of flash cards for hands-on practice. This workbook features plenty of activities, including color and trace, stories, hidden pictures, word puzzles, games, and more. Packed with colorful and engaging activities, the Words to Know series helps children master the most important words for reading success. Each page features easy-to-do activities that promote instant word recognition and reading comprehension. All of the workbooks include flash cards to reinforce skills. Give your child essential practice for school success with the Words to Know series

Examines the reasons behind the success of Toyota as the world's number one automaker, focusing on its history, the abilities of its senior management, and the power of its corporate culture.

Radical Candor Be a Kick-Ass Boss Without Losing Your Humanity

Just Work: Get it Done, Fast and Fair is the searing and brilliant book on eliminating workplace injustice, from Kim Scott the New York Times bestselling author of Radical Candor.

"Superbosses is the rare business book that is chock full of new, useful, and often unexpected ideas. After you read Finkelstein's well-crafted gem, you will never go about leading, evaluating, and developing talent in quite the same way."—Robert Sutton, author of Scaling Up Excellence and The No Asshole Rule "Maybe you're a decent boss. But are you a superboss? That's the question you'll be asking yourself after reading Sydney Finkelstein's fascinating book. By revealing the secrets of superbosses from finance to fashion and from cooking to comic books, Finkelstein offers a smart, actionable playbook for anyone trying to become a better leader."—Daniel H. Pink, author of To Sell Is Human and Drive A fascinating exploration of the world's most effective bosses—and how they motivate, inspire, and enable others to advance their companies and shape entire industries, by the author of How Smart Executives Fail. A must-read for anyone interested in leadership and building an enduring pipeline of talent. What do football coach Bill Walsh, restaurateur Alice Waters, television executive Lorne Michaels, technology CEO Larry Ellison, and fashion pioneer Ralph Lauren have in common? On the surface, not much, other than consistent success in their fields. But below the surface, they share a common approach to finding, nurturing, leading, and even letting go of great people. The way they deal with talent makes them not merely success stories, not merely organization builders, but what Sydney Finkelstein calls superbosses. After ten years of research and more than two hundred interviews, Finkelstein—an acclaimed professor at Dartmouth's Tuck School of Business, speaker, and executive coach and consultant—discovered that superbosses exist in nearly every industry. If you study the top fifty

Download File PDF Radical Candor Be A Kick Ass Boss Without Losing Your Humanity

leaders in any field, as many as one-third will have once worked for a superboss. While superbosses differ in their personal styles, they all focus on identifying promising newcomers, inspiring their best work, and launching them into highly successful careers—while also expanding their own networks and building stronger companies. Among the practices that distinguish superbosses: They Create Master-Apprentice Relationships. Superbosses customize their coaching to what each protégé really needs, and also are constant founts of practical wisdom. Advertising legend Jay Chiat not only worked closely with each of his employees but would sometimes extend their discussions into the night. They Rely on the Cohort Effect. Superbosses strongly encourage collegiality even as they simultaneously drive internal competition. At Lorne Michaels's Saturday Night Live, writers and performers are judged by how much of their material actually gets on the air, but they can't get anything on the air without the support of their coworkers. They Say Good-Bye on Good Terms. Nobody likes it when great employees quit, but superbosses don't respond with anger or resentment. They know that former direct reports can become highly valuable members of their network, especially as they rise to major new roles elsewhere. Julian Robertson, the billionaire hedge fund manager, continued to work with and invest in his former employees who started their own funds. By sharing the fascinating stories of superbosses and their protégés, Finkelstein explores a phenomenon that never had a name before. And he shows how each of us can emulate the best tactics of superbosses to create our own powerful networks of extraordinary talent.

Instant National Bestseller "Excellent." --San Francisco Chronicle "Brotopia is more than a business book. Silicon Valley holds extraordinary power over our present lives as well as whatever utopia (or nightmare) might come next." --New York Times Silicon Valley is a modern utopia where anyone can change the world. Unless you're a woman. For women in tech, Silicon Valley is not a fantasyland of unicorns, virtual reality rainbows, and 3D-printed lollipops, where millions of dollars grow on trees. It's a "Brotopia," where men hold all the cards and make all the rules. Vastly outnumbered, women face toxic workplaces rife with discrimination and sexual harassment, where investors take meetings in hot tubs and network at sex parties. In this powerful exposé, Bloomberg TV journalist Emily Chang reveals how Silicon Valley got so sexist despite its utopian ideals, why bro culture endures despite decades of companies claiming the moral high ground (Don't Be Evil! Connect the World!)--and how women are finally starting to speak out and fight back. Drawing on her deep network of Silicon Valley insiders, Chang opens the boardroom doors of male-dominated venture capital firms like Kleiner Perkins, the subject of Ellen Pao's high-profile gender discrimination lawsuit, and Sequoia, where a partner once famously said they "won't lower their standards" just to hire women. Interviews with Facebook COO Sheryl Sandberg, YouTube CEO Susan Wojcicki, and former Yahoo! CEO Marissa Mayer--who got their start at Google, where just one in five engineers is a woman--reveal just how hard it is to crack the Silicon Ceiling. And Chang shows how women such as former Uber engineer Susan Fowler, entrepreneur Niniane Wang, and game developer Brianna Wu, have risked their careers and sometimes their lives to pave a way for other women. Silicon Valley's aggressive, misogynistic, work-at-all costs culture has shut women out of the greatest wealth creation in the history of the world. It's time to break up the boys' club. Emily Chang shows us how to fix this toxic culture--to bring down Brotopia, once and for all.

* New York Times and Wall Street Journal bestseller multiple years running * Translated into 20 languages, with more than half a million copies sold worldwide * A Hudson and Indigo Best Book of the Year * Recommended by Shona Brown, Rachel Hollis, Jeff Kinney, Daniel Pink, Sheryl Sandberg, and Gretchen Rubin Radical Candor has been embraced around the world by leaders of every stripe at companies of all sizes. Now a cultural touchstone, the concept has come to be applied to a wide range of human relationships. The idea is simple: You don't have

Download File PDF Radical Candor Be A Kick Ass Boss Without Losing Your Humanity

to choose between being a pushover and a jerk. Using Radical Candor—avoiding the perils of Obnoxious Aggression, Manipulative Insincerity, and Ruinous Empathy—you can be kind and clear at the same time. Kim Scott was a highly successful leader at Google before decamping to Apple, where she developed and taught a management class. Since the original publication of Radical Candor in 2017, Scott has earned international fame with her vital approach to effective leadership and co-founded the Radical Candor executive education company, which helps companies put the book's philosophy into practice. Radical Candor is about caring personally and challenging directly, about soliciting criticism to improve your leadership and also providing guidance that helps others grow. It focuses on praise but doesn't shy away from criticism—to help you love your work and the people you work with. Radically Candid relationships with team members enable bosses to fulfill their three core responsibilities: 1. Create a culture of Compassionate Candor 2. Build a cohesive team 3. Achieve results collaboratively Required reading for the most successful organizations, Radical Candor has raised the bar for management practices worldwide.

The Effective Manager is a hands-on practical guide to great management at every level. Written by the man behind Manager Tools, the world's number-one business podcast, this book distills the author's 25 years of management training expertise into clear, actionable steps to start taking today.

"The author's experience with grief after the sudden death of her husband, combined with social science on resilience"--

Radical Candor: Be a Kick-Ass Boss Without Losing Your Humanity by Kim Scott | Conversation Starters Entrepreneur Kim Scott is the author of the New York Times and Wall Street Journal bestselling book Radical Candor: Be a Kickass Boss Without Losing Your Humanity. In this book, she shares how people with the best intentions can become bad bosses. They can make the people around them and under them miserable. In the process, they restrain the growth and genius of their people. Their people complain of instability and high production costs. On the other hand, great bosses have personal relationships with their employees. Scott shares the three principles on how this relationship plays out. She demonstrates these principles through stories, anecdotes and mistakes that she committed herself. She says that no matter what the size of your company and no matter how bad your boss can be, these three principles can make you a great boss yourself. Former Google SVP Business Operations Shona Brown praises Scott for "[bottling] some of Google's magic and shared it with the world." New York Times bestselling author Daniel Pink says that Radical Candor is a must-read "if you manage people?whether it be 1 person or a 1,000." A Brief Look Inside: EVERY GOOD BOOK CONTAINS A WORLD FAR DEEPER than the surface of its pages. The characters and their world come alive, and the characters and its world still live on. Conversation Starters is peppered with questions designed to bring us beneath the surface of the page and invite us into the world that lives on. These questions can be used to.. Create Hours of Conversation: • Foster a deeper understanding of the book • Promote an atmosphere of discussion for groups • Assist in the study of the book, either individually or corporately • Explore unseen realms of the book as never seen before

Named by The Washington Post as one of the 11 Leadership Books to Read in 2018 When it comes to recruiting, motivating, and creating great teams, Patty McCord says most companies have it all wrong. McCord helped create the unique and high-performing culture at Netflix, where she was chief talent officer. In her new book, Powerful: Building a Culture of Freedom and Responsibility, she shares what she learned there and elsewhere in Silicon Valley. McCord advocates practicing radical honesty in the workplace, saying good-bye to employees who don't fit the company's emerging needs, and motivating with challenging work, not promises, perks, and bonus plans. McCord argues that the old standbys of corporate HR—annual performance reviews, retention plans, employee empowerment and engagement

Download File PDF Radical Candor Be A Kick Ass Boss Without Losing Your Humanity

programs—often end up being a colossal waste of time and resources. Her road-tested advice, offered with humor and irreverence, provides readers a different path for creating a culture of high performance and profitability. Powerful will change how you think about work and the way a business should be run.

The definitive playbook by the pioneers of Growth Hacking, one of the hottest business methodologies in Silicon Valley and beyond. It seems hard to believe today, but there was a time when Airbnb was the best-kept secret of travel hackers and couch surfers, Pinterest was a niche web site frequented only by bakers and crafters, LinkedIn was an exclusive network for C-suite executives and top-level recruiters, Facebook was MySpace's sorry step-brother, and Uber was a scrappy upstart that didn't stand a chance against the Goliath that was New York City Yellow Cabs. So how did these companies grow from these humble beginnings into the powerhouses they are today? Contrary to popular belief, they didn't explode to massive worldwide popularity simply by building a great product then crossing their fingers and hoping it would catch on. There was a studied, carefully implemented methodology behind these companies' extraordinary rise. That methodology is called Growth Hacking, and it's practitioners include not just today's hottest start-ups, but also companies like IBM, Walmart, and Microsoft as well as the millions of entrepreneurs, marketers, managers and executives who make up the community of Growth Hackers. Think of the Growth Hacking methodology as doing for market-share growth what Lean Start-Up did for product development, and Scrum did for productivity. It involves cross-functional teams and rapid-tempo testing and iteration that focuses customers: attaining them, retaining them, engaging them, and motivating them to come back and buy more. An accessible and practical toolkit that teams and companies in all industries can use to increase their customer base and market share, this book walks readers through the process of creating and executing their own custom-made growth hacking strategy. It is a must read for any marketer, entrepreneur, innovator or manager looking to replace wasteful big bets and "spaghetti-on-the-wall" approaches with more consistent, replicable, cost-effective, and data-driven results.

Gray Kunz has teamed up with food writer Peter Kaminsky to put together a cookbook that looks precisely at what taste is. They have identified 14 basic tastes in the chef's palate and offer recipes showing how to use these fundamental building blocks.

Poll after poll has confirmed that an astonishing number of workers are disengaged from their work. Why is this happening? And how can we fix the problem? In this bold, enlightening book, social psychologist and professor Daniel M. Cable takes leaders into the minds of workers and reveals the surprising secret to restoring their zest for work. Disengagement isn't a motivational problem, it's a biological one. Humans aren't built for routine and repetition. We're designed to crave exploration, experimentation, and learning--in fact, there's a part of our brains, which scientists have coined "the seeking system," that rewards us for taking part in these activities. But the way organizations are run prevents many of us from following our innate impulses. As a result, we shut down. Things need to change. More than ever before, employee creativity and engagement are needed to win. Fortunately, it won't take an extensive overhaul of your organizational culture to get started. With small nudges, you can personally help people reach their fullest potential. *Alive at Work* reveals: How to encourage people to bring their best selves to work and use their greatest strengths to help your organization flourish How to build creative environments that motivate people to share ideas, work smarter, and embrace change How to enhance people's connection to their work and your customers How to create personalized experiences that help people feel a deeper sense of purpose Filled with fascinating stories from the author's extensive research, *Alive at Work* is the inspirational guide that you need to tap into the passion, creativity, and purpose fizzing beneath the surface of every person who falls under your leadership.

In the spring of 2010, Harvard Business School's graduating class asked HBS professor Clay

Download File PDF Radical Candor Be A Kick Ass Boss Without Losing Your Humanity

Christensen to address them—but not on how to apply his principles and thinking to their post-HBS careers. The students wanted to know how to apply his wisdom to their personal lives. He shared with them a set of guidelines that have helped him find meaning in his own life, which led to this now-classic article. Although Christensen's thinking is rooted in his deep religious faith, these are strategies anyone can use. Since 1922, Harvard Business Review has been a leading source of breakthrough ideas in management practice. The Harvard Business Review Classics series now offers you the opportunity to make these seminal pieces a part of your permanent management library. Each highly readable volume contains a groundbreaking idea that continues to shape best practices and inspire countless managers around the world. Unconventional--yet effective--parenting strategies, carefully curated by the creator of the popular podcast The Longest Shortest Time Some of the best parenting advice that Hillary Frank ever received did not come from parenting experts, but from friends and podcast listeners who acted on a whim, often in moments of desperation. These "weird parenting wins" were born of moments when the expert advice wasn't working, and instead of freaking out, these parents had a stroke of genius. For example, there's the dad who pig-snorted in his baby's ear to get her to stop crying, and the mom who made a "flat daddy" out of cardboard and sat it at the dinner table when her kids were missing their deployed military father. Every parent and kid is unique, and as we get to know our kids, we can figure out what makes them tick. Because this is an ongoing process, Weird Parenting Wins covers children of all ages, ranging in topics from "The Art of Getting Your Kid to Act Like a Person" (on hygiene, potty training, and manners) to "The Art of Getting Your Kid to Tell You Things" (because eventually, they're going to be tight-lipped). You may find that someone else's weird parenting win works for you, or you might be inspired to try something new the next time you're stuck in a parenting rut. Or maybe you'll just get a good laugh out of the mom who got her kid to try beets because...it might turn her poop pink.

Whether challenged with taking on a startup, turning a business around, or inheriting a high-performing unit, a new leader's success or failure is determined within the first 90 days on the job. In this hands-on guide, Michael Watkins, a noted expert on leadership transitions, offers proven strategies for moving successfully into a new role at any point in one's career. The First 90 Days provides a framework for transition acceleration that will help leaders diagnose their situations, craft winning transition strategies, and take charge quickly. Practical examples illustrate how to learn about new organizations, build teams, create coalitions, secure early wins, and lay the foundation for longer-term success. In addition, Watkins provides strategies for avoiding the most common pitfalls new leaders encounter, and shows how individuals can protect themselves-emotionally as well as professionally-during what is often an intense and vulnerable period. Concise and actionable, this is the survival guide no new leader should be without. "Few companies develop a systematic 'on-boarding' process for their new leaders, even though this is a critical function with major organizational implications. Michael Watkins's The First 90 Days provides a powerful framework and strategies that will enable new leaders to take charge quickly. It is an invaluable tool for that most vulnerable time-the transition." -Goli Darabi, Senior Vice President, Corporate Leadership & Succession Management, Fidelity Investments "Every job-private- or public-sector, civilian or military-has its breakeven point, and everyone can accelerate their learning.

Download File PDF Radical Candor Be A Kick Ass Boss Without Losing Your Humanity

Read this book at least twice: once before your next transition-before getting caught up in the whirl and blur of new faces, names, acronyms, and issues; then read it again after you've settled in, and consider how to accelerate transitions for your next new boss and for those who come to work for you." -Colonel Eli Alford, U.S. Army "Watkins provides an excellent road map, telling us what all new leaders need to know and do to accelerate their learning and success in a new role. The First 90 Days should be incorporated into every company's leadership development strategy, so that anyone making a transition in an organization can get up to speed quicker and smarter." -Suzanne M. Danielle, Director of Global Leadership Development, Aventis "Michael Watkins has nailed a huge corporate problem and provided the solution in one fell swoop. The pressure on new leaders to hit the ground running has never been greater, and the likelihood and cost of failure is escalating. Watkins's timing with The First 90 Days is impeccable." -Gordon Curtis, Principal, Curtis Consulting "The First 90 Days is a must-read for entrepreneurs. Anyone who's been the CEO of a start-up or early-stage company knows that you go through many 90-day leadership transitions in the course of a company's formative years. In this groundbreaking book, Michael Watkins provides crucial insights, as well as a toolkit of techniques, to enable you to accelerate through these transitions successfully." -Mike Kinkead, President and CEO, timeBLASTER Corporation, serial entrepreneur, and Cofounder and Trustee, Massachusetts Software Council

A riveting business novel on how to create a highly motivated and committed organization. Based on two decades of face-to-face interaction with managers in hundreds of companies around the world, it offers a radical new perspective on how great leaders motivate entire organizations - not individuals, to peak performance. One of the richest men in America described as "very to the point" and other successful CEOs hailed it as "a new perspective on how to coach, guide, and lead an organization that is sorely needed in the light of the recent antics of corporate America."

Most startups end in failure. Almost every failed startup has a product. What failed startups don't have are enough customers. Traction Book changes that. We provide startup founders and employees with the framework successful companies use to get traction. It helps you determine which marketing channel will be your key to growth. "If you can get even a single distribution channel to work, you have a great business." -- Peter Thiel, billionaire PayPal founder The number one traction mistake founders and employees make is not dedicating as much time to traction as they do to developing a product. This shortsighted approach has startups trying random tactics -- some ads, a blog post or two -- in an unstructured way that will likely fail. We developed our traction framework called Bullseye with the help of the founders behind several of the biggest companies and organizations in the world like Jimmy Wales (Wikipedia), Alexis Ohanian (Reddit), Paul English (Kayak.com), Alex Pachikov (Evernote) and more. We interviewed over forty successful founders and researched countless

Download File PDF Radical Candor Be A Kick Ass Boss Without Losing Your Humanity

more traction stories -- pulling out the repeatable tactics and strategies they used to get traction. "Many entrepreneurs who build great products simply don't have a good distribution strategy." -- Mark Andreessen, venture capitalist Traction will show you how some of the biggest internet companies have grown, and give you the same tools and framework to get traction.

Instant Wall Street Journal Bestseller! Congratulations, you're a manager! After you pop the champagne, accept the shiny new title, and step into this thrilling next chapter of your career, the truth descends like a fog: you don't really know what you're doing. That's exactly how Julie Zhuo felt when she became a rookie manager at the age of 25. She stared at a long list of logistics--from hiring to firing, from meeting to messaging, from planning to pitching--and faced a thousand questions and uncertainties. How was she supposed to spin teamwork into value? How could she be a good steward of her reports' careers? What was the secret to leading with confidence in new and unexpected situations? Now, having managed dozens of teams spanning tens to hundreds of people, Julie knows the most important lesson of all: great managers are made, not born. If you care enough to be reading this, then you care enough to be a great manager. *The Making of a Manager* is a modern field guide packed everyday examples and transformative insights, including: * How to tell a great manager from an average manager (illustrations included) * When you should look past an awkward interview and hire someone anyway * How to build trust with your reports through not being a boss * Where to look when you lose faith and lack the answers Whether you're new to the job, a veteran leader, or looking to be promoted, this is the handbook you need to be the kind of manager you wish you had.

"Features powerful stories for 21 of the toughest challenges businesspeople face"--Jacket.

Rick James played with Neil Young, self-produced his first album (later picked up by Motown), crossed rock and funk to come up with one of the best-selling albums of the 1980s, became one of the biggest pop stars of the era, turned a young white woman named Teena Marie into an R&B superstar, displayed an outrageously sex- and drug-filled lifestyle, was tried and found guilty of assaulting and imprisoning a young woman, went on to record new music that was compared to the Beatles' *White Album*, and ended his life as a punch line for Dave Chappelle. James attempted to tell his own story—in two different books—but left out many incidents that reflected badly on his character. Now, based on court records, newspaper archives, and extensive interviews with dozens of family members, band members, friends, and lovers, here is the definitive biography of Motown's most controversial superstar.

Whether you're considering reading Kim Scott's *Radical Candor* or you need some help recalling the key concepts, this Executive Reads summary has you covered. In this summary quickly grasp the key ideas in *Radical Candor: Be a Kick-Ass Boss Without Losing Your Humanity*. In less than an hour quick grasp

Download File PDF Radical Candor Be A Kick Ass Boss Without Losing Your Humanity

the key points. Learn about: -Being genuinely honest-Treating your team with compassion-Working as a team to drive results Includes: -Important Concepts discussed in the book.-Summary of the chapters in the book itself.-Graphical crib sheet in the book and available for download as a PDF. Executive Reads values concise, accurate, and insightful information. We want you to be able to choose the business books you spend the most time with and call upon them later when you need to use the ideas in your career

Throughout Bobby Wabalanginy's young life the ships have been arriving, bringing European settlers to the south coast of Western Australia, where Bobby's people, the Noongar people, have always lived. Bobby, smart, resourceful and eager to please, has befriended the settlers, joining them as they hunt whales, till the land, and work to establish their new colony. He is welcomed into a prosperous white family and eventually finds himself falling in love with the daughter, Christine. But slowly - by design and by hazard - things begin to change. Not everyone is so pleased with the progress of the white colonists. Livestock mysteriously starts to disappear, crops are destroyed, there are 'accidents' and injuries on both sides. As the Europeans impose ever-stricter rules and regulations in order to keep the peace, Bobby's Elders decide they must respond in kind, and Bobby is forced to take sides, inexorably drawn into a series of events that will for ever change the future of his country. That Deadman Dance is haunted by tragedy, as most stories of first contact between European and native peoples are. But through Bobby's life, this novel exuberantly explores a moment in time when things might have been different, when black and white lived together in amazement rather than fear of the other, and when the world suddenly seemed twice as large and twice as promising.

The remarkable story of Sumner Redstone, his family legacy, and the battles for all he controls. Sumner Murray Redstone, who lived by the credo "content is king," leveraged his father's chain of drive-in movie theaters into one of the world's greatest media empires through a series of audacious takeovers designed to ensure his permanent control. Over the course of this meteoric rise, he made his share of enemies and feuded with nearly every member of his family. In *The King of Content*, Keach Hagey deconstructs Redstone's rise from Boston's West End through Harvard Law School to the highest echelons of American business. Today the ninety-five-year-old mogul's life has become a tabloid soap opera, the center of acrimonious legal battles throughout his vast holdings, which include Paramount Pictures and two of the largest public media companies, Viacom and CBS. At the heart of these lawsuits is Redstone's tumultuous love life and complicated relationship with his children. Redstone's daughter, Shari, has emerged as his de facto successor, but only after she ousted his closest confidant in a fierce power struggle. Yet Redstone's assets face an existential threat that goes beyond his family, disgruntled ex-girlfriends, or even the management of his companies: the changing nature of media consumption. As more and more people cut their cable cords, CBS, with its focus on sports and broadcast TV, has held steady, while Viacom, with its once-great cable channels like MTV and Nickelodeon, has suffered a precipitous fall. As their rivals merge, the question is whether Shari's push to undo her father's last big strategic maneuver and recombine CBS and Viacom will be enough to shore up their future. A biography and corporate whodunit filled with surprising details, *The King of Content* investigates Redstone's impact on business and popular culture, as well as the family

Download File PDF Radical Candor Be A Kick Ass Boss Without Losing Your Humanity

feuds, corporate battles, and questionable alliances that go back decades—all laid bare in this authoritative book.

This critical resource gives managers, HR, and anyone who may come into contact with someone in trauma—including workplace violence, harassment, assault, illness, addiction, fraud, bankruptcy, and more—the tools they need to be prepared for what lies ahead. This book is crucial for every manager or HR representative who shouldn't just prepare to one day be faced with a report of a traumatic experience at work, but plan on it. This five-step method will help managers make survivors feel supported and understood. The Empathetic Workplace guides supervisors of any level through an understanding of how stories of trauma impact the brain of both the survivor and the listener, as well as the tools to handle the interaction appropriately, to help the listener, the organization, and most importantly, the survivor. The easy-to-follow LASER method outlined in these pages includes the following elements that all managers should know and understand: Listen-Controlling your own reaction, managing your body language, asking open-ended questions, hearing what is not being said, and winding down the speaker when the conversation becomes unproductive are essential elements in being a good listener. Acknowledge-Once someone shares a difficult personal story with you, it is important to acknowledge that gift. Share-You can help the speaker regain some measure of control by sharing information with him or her about what happened or what happens next, your personal or organizational values, and what you don't yet know but hope to learn. Empower-You can help the traumatized person by providing him or her with resources that are available to them through the company or outside groups. Return-The final step is to ensure that the traumatized person has a way to come back later when he or she cannot remember all that you said, thinks of more questions, or wishes for updates. The LASER technique can benefit all who are responsible for others, from top-tier managers at Fortune 500 companies to Residence Advisors in college dormitories.

From Kim Scott, author of the revolutionary New York Times bestseller *Radical Candor*, comes *Just Work: Get Sh*t Done, Fast & Fair*—how we can recognize, attack, and eliminate workplace injustice—and transform our careers and organizations in the process. We—all of us—consistently exclude, underestimate, and underutilize huge numbers of people in the workforce even as we include, overestimate, and promote others, often beyond their level of competence. Not only is this immoral and unjust, it's bad for business. *Just Work* is the solution. *Just Work* is Kim Scott's new book, revealing a practical framework for both respecting everyone's individuality and collaborating effectively. This is the essential guide leaders and their employees need to create more just workplaces and establish new norms of collaboration and respect.

Gathered Thoughts, curated by Valen Hart, is a series of quotes, questions, and phases presented as a form of radical candor. This compilation of proverbs and whimsical expressions may resonate and become a go-to for our busy minds. It may remind one not to overthink but to engage ourselves and exchange ideas freely.

Radical Candor: Be a Kick-Ass Boss Without Losing Your Humanity (2017) is a step-by-step guide to being a strong leader who is able to communicate effectively with a team. To be successful, a radically candid boss must balance two actions: caring about employees while at the same time challenging them with direct and specific feedback... Purchase this in-depth summary to learn more.

The must-read summary of Kim Scott's book: "*Radical Candor*". Now a New York Times and Wall Street Journal bestseller Added- value of this summary: • Save time • Understand the key lessons in personal change • Expand on your motivation To learn more, read "*Radical Candor*". *Radical Candor* offers a guide to those bewildered or exhausted by management, written for bosses and those who manage bosses. Taken from years of the author's experience, and distilled clearly giving actionable lessons to the reader; it shows managers

Download File PDF Radical Candor Be A Kick Ass Boss Without Losing Your Humanity

how to be successful while retaining their humanity, finding meaning in their job, and creating an environment where people both love their work and their colleagues.

Nobody likes criticism. Handled poorly, it too often stings and breeds resentment—and most of us try to avoid it at all costs. But criticism—crafted carefully and communicated skillfully—promotes trust and respect, motivates individuals, and serves as a catalyst for change. It has the ability to turbocharge workplaces and careers. If that sounds far-fetched, it's because few understand how to properly give and receive the kind of critical feedback that brings positive results. The Truth Doesn't Have to Hurt rejuvenates this powerful but neglected art form. Executives, managers, team leaders—anyone who needs to temper praise with a dose of reality—will learn to: Deliver the truth and have it taken as helpful • Create an atmosphere of acceptance • Avoid mistakes that sabotage an exchange • Control how they receive criticism so they benefit—even if it's badly presented Ignoring problems or always saying nice things will only maintain the status quo. This research-backed book delivers proven techniques and tools for motivating people and triggering improvement—swiftly and painlessly.

"I raced through RADICAL CANDOR--It's thrilling to learn a framework that shows how to be both a better boss and a better colleague. RADICAL CANDOR is packed with illuminating truths, insightful advice, and practical suggestions, all illustrated with engaging (and often funny) stories from Kim Scott's own experiences at places like Apple, Google, and various start-ups. Indispensable."--Gretchen Rubin author of NYT bestseller THE HAPPINESS PROJECT "Reading Radical Candor will help you build, lead, and inspire teams to do the best work of their lives. Kim Scott's insights--based on her experience, keen observational intelligence and analysis--will help you be a better leader and create a more effective organization."--Sheryl Sandberg author of the NYT bestseller LEAN IN "Kim Scott has a well-earned reputation as a kick-ass boss and a voice that CEOs take seriously. In this remarkable book, she draws on her extensive experience to provide clear and honest guidance on the fundamentals of leading others: how to give (and receive) feedback, how to make smart decisions, how to keep moving forward, and much more. If you manage people?whether it be 1 person or a 1,000--you need RADICAL CANDOR. Now."--Daniel Pink author of NYT bestseller DRIVE From the time we learn to speak, we're told that if you don't have anything nice to say, don't say anything at all. When you become a manager, it's your job to say it--and your obligation. Author Kim Scott was an executive at Google and then at Apple, where she developed a class on how to be a good boss. She has earned growing fame in recent years with her vital new approach to effective management, Radical Candor. Radical Candor is a simple idea: to be a good boss, you have to Care Personally at the same time that you Challenge Directly. When you challenge without caring it's obnoxious aggression; when you care without challenging it's ruinous empathy. When you do neither it's manipulative insincerity. This simple framework can help you build better relationships at work, and fulfill your three key responsibilities as a leader: creating a culture of feedback (praise and criticism), building a cohesive team, and achieving results you're all proud of. Radical Candor offers a guide to those bewildered or exhausted by management, written for bosses and those who manage bosses. Taken from years of the author's experience, and distilled clearly giving actionable lessons to the reader; it shows managers how to be successful while retaining their humanity, finding meaning in their job, and creating an environment where people both love their work and their colleagues.

[Copyright: 96c9ae123b7e49a9598ef68b81a4afbd](#)