

The Best Team Wins: The New Science Of High Performance

To have any hope of succeeding as a manager, you need to get your people all in. Whether you manage the smallest of teams or a multi-continent organization, you are the owner of a work culture—congratulations—and few things will have a bigger impact on your performance than getting your people to buy into your ideas and your cause and to believe what they do matters. Bestselling authors of *The Carrot Principle* and *The Orange Revolution*, Adrian Gostick and Chester Elton return to answer the most overlooked leadership questions of our day: Why are some managers able to get their employees to commit wholeheartedly to their culture and give that extra push that leads to outstanding results? And how can managers at any level build and sustain a profitable, vibrant work-group culture of their own? These leading workplace experts teamed up with research giant Towers Watson to analyze an unprecedented 300,000-person study, and they made a groundbreaking finding: managers of the highest-performing work groups create a “culture of belief.” In these distinctive workplaces, people believe in their leaders and in the company’s vision, values, and goals. Employees are not only engaged but also enabled and energized (termed the three Es), which leads to astonishing results—average annual revenues three times higher than for organizations lacking such a positive culture. And this was true during a period that included this most recent recession. Based on their extensive consulting experience and in-depth interviews with leaders and employees at exceptional companies such as American Express, Cigna, Avis Budget, Pepsi Bottling, and Hard Rock, the authors present a simple seven-step road map for creating a culture of belief: define a burning platform; create a customer focus; develop agility; share everything; partner with your talent; root for each other; and establish clear accountability. Delving into specific how-tos for each step, they share eye-opening stories of exceptional leaders in action, vividly depicting just how these powerful methods can be implemented by any manager. *All In* draws on cutting-edge psychology and all of the creative genius that have made Gostick and Elton a must-read for leaders worldwide. This vital resource will empower managers everywhere to inspire a new level of commitment and performance.

What could your company accomplish if it could attract and retain employees who buy into your organization’s mission 100%? *Culture Wins* is a practical yet challenging modern guidebook for organizations that want to own the future. Its firsthand insights into building a contagious culture will drive sustainable growth and innovation for any organization. You will build a healthy workplace, increase revenue, and change the world with the lessons you’ll learn. Stop losing employees, grow your team, and build a contagious company culture that outlasts the competition. There are books on general team building, there are books on workplace best practices, and there are books on leadership—but there is not a book that shows forward-thinking leaders how to integrate it into today’s new job-hopping culture. William Vanderbloemen uses his company’s proven experience in staffing and organizational consulting to provide a global perspective of effective, thriving cultures—and how to create them.

An updated edition of the blockbuster bestselling leadership book that took America and the world by storm, two U.S. Navy SEAL officers who led the most highly decorated special operations unit of the Iraq War demonstrate how to apply powerful leadership principles from the battlefield to business and life. Sent to the most violent battlefield in Iraq, Jocko Willink and Leif Babin’s SEAL task unit faced a seemingly impossible mission: help U.S. forces secure Ramadi, a city deemed “all but lost.” In gripping firsthand accounts of heroism, tragic loss, and hard-

won victories in SEAL Team Three's Task Unit Bruiser, they learned that leadership—at every level—is the most important factor in whether a team succeeds or fails. Willink and Babin returned home from deployment and instituted SEAL leadership training that helped forge the next generation of SEAL leaders. After departing the SEAL Teams, they launched Echelon Front, a company that teaches these same leadership principles to businesses and organizations. From promising startups to Fortune 500 companies, Babin and Willink have helped scores of clients across a broad range of industries build their own high-performance teams and dominate their battlefields. Now, detailing the mind-set and principles that enable SEAL units to accomplish the most difficult missions in combat, *Extreme Ownership* shows how to apply them to any team, family or organization. Each chapter focuses on a specific topic such as Cover and Move, Decentralized Command, and Leading Up the Chain, explaining what they are, why they are important, and how to implement them in any leadership environment. A compelling narrative with powerful instruction and direct application, *Extreme Ownership* revolutionizes business management and challenges leaders everywhere to fulfill their ultimate purpose: lead and win.

Provides information on the five senses and how the brain processes sensory information.

Master the Essential Mindset to Motivate, Set Priorities, and Build Your Own Dynasty

The Progress Principle

8 Essential Leadership Lessons from the Toughest Teams on Earth

The Discipline of Teams

A Game Plan for Leading Your Team and Organization to Success

How to Win Friends and Influence People

The 7 C's to Build a Winning Team in Business, Sports, and Life

Become a doer. Motivation and strategies from a top figure in sports leadership There are many books available on the topic of leadership, but none quite like this one. *Walk Off Winning: A Game Plan for Leading Your Team and Organization to Success* is the work of Steve Trimper—a college baseball coach who shares what he has learned about business through his extensive leadership experience in high-level sports. In addition to reflecting on his own failures and successes, Trimper interviews leadership experts to distill a wealth of wisdom into this valuable book. Inside, you'll read about the key principles of team building, culture, and organization building. If you are looking for a way to enhance your leadership, whether you lead a team of one or an entire organization, *Walk Off Winning* is for you. This book will give you the motivation and strategies to “become a doer.” Anyone involved in leadership, sports management, or the general business world will benefit from the inspirational anecdotes and honest advice in this much sought-after guide for leaders of all kinds. Discover the key principles of team building that apply in every organization and setting. Gain the motivation you need to stop waiting around for success and “become a doer.” Learn from the real-world successes and failures of a top leader in high-level sports. Get inspired to take an honest look at your opportunities for leadership growth. From the sports field to the business office, good leadership in any arena shares a single, universal foundation. If you want to achieve your dreams, you'll have to learn to *Walk Off Winning*.

Draws on biblical principles to offer insights into the key concepts of mentor leadership, focusing on the importance of building meaningful relationships with others to significantly impact team performance.

Developed from celebrated Harvard statistics lectures, Introduction to Probability provides essential language and tools for understanding statistics, randomness, and uncertainty. The book explores a wide variety of applications and examples, ranging from coincidences and paradoxes to Google PageRank and Markov chain Monte Carlo (MCMC). Additional

Newly updated to include information for the UK, The Carrot Principle illustrates how ordinary organizations have made themselves extraordinary through the use of strategic employee recognition. The authors show how great organizations and great managers succeed through living the Carrot Principle. Featuring case studies of effective recognition in some of the world's most successful organizations, such as DHL, Avis, Pepsi, etc and demonstrating how recognition has led to improved employee commitment and bottom line results in these companies, the book also shows how a Carrot Culture is not created by the CEO, senior leadership team or HR department, but manager by manager. The book provides examples of leaders - from around the globe - who lead through the Carrot Principle: providing plentiful how-to's for managers wishing to get started or hoping to enhance their recognition abilities. Overall, there has never been a book in the recognition or motivation space that has had this type of quantitative or case study support.

The Mentor Leader

How Winning Works

Good to Great

The Dichotomy of Leadership

An Easy & Proven Way to Build Good Habits & Break Bad Ones

Balancing the Challenges of Extreme Ownership to Lead and Win

Extreme Ownership

"There is magic in this book. It is the magic of a form of human engagement that allows you to see and your employees to be what you are looking for a few good tips to keep a good thing going or need to recapture the very essence of a productive workplace. The Invisible Employee provides valuable lessons nestled among the pages of a clever and compelling story. A good read and a wise thesis. —John Lundin, bestselling coauthor of Fish! "Gostick and Elton's simple-to-understand and teachable approach of setting and supporting values and recognizing and celebrating those behaviors can be a very effective management technique for creating a committed and engaged workforce of 'visible employees.' This is a culture no organization can afford to be without." —Michael R. Losey, past CEO, Society for Human Resource Management, and Secretary General, World Federation of Personnel Management Association

basic principles detailed in The Invisible Employee are simple yet profound: (1) setting a guiding vision, (2) seeing employees succeed in that vision, and (3) praising and celebrating that behavior. Restaurants do not sell merchandise that people can take home, but they sell memories. Engaging our entire staff by using these principles helps Friendly's provide great memories for our guests." —John Lundin, CEO and President, Friendly Ice Cream Corporation "The Invisible Employee is a very inventive and original book. Combining fact and fiction will surprise you and a fable that will fascinate you, Adrian Gostick and Chester Elton have crafted a book that educates and inspires. The Invisible Employee is a wonderful read with a powerful message, and I highly recommend it to leaders at all levels." —Jim

coauthor of The Leadership Challenge

Champions do extra. They sweep the sheds. They follow the spearhead. They keep a blue head. They are good ancestors. In *Legacy*, bestselling author James Kerr goes deep into the heart of the world's most successful sporting team, the legendary All Blacks of New Zealand, to reveal 15 powerful and practical lessons for leadership and business. *Legacy* is a unique, inspiring handbook for leaders in any field. It asks: What are the secrets of success - sustained success? How do you achieve world-class standards, day after day, week after week, year after year? How do you handle pressure? How do you train to win at the highest level? What do you leave behind you after you win? What will be your legacy?

In *The Discipline of Teams*, Jon Katzenbach and Douglas Smith explore the often counter-intuitive features that make up high-performing teams—such as selecting team members for skill, not compatibility—and explain how managers can set specific goals to foster team development. The result is improved productivity and teams that can be counted on to deliver more than just the sum of the parts. 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. *The Discipline of Teams* is a readable volume contains a groundbreaking idea that continues to shape best practices and inspire countless managers around the world. Explains how Billy Beane, the general manager of the Oakland Athletics, is using a new kind of thinking to build a successful baseball team without spending enormous sums of money.

Using Small Wins to Ignite Joy, Engagement, and Creativity at Work

Lead Any Team to Win

The Invisible Employee

Moneyball (Movie Tie-in Edition) (Movie Tie-in Editions)

Answering Why

Legacy

The New Science of High Performance

Every great team, culture, society, religion or business that has endured time, adversity and challenge has always had one thing in common: a set of simple but powerful rules that govern the internal behaviors and expectations of that group. It is called The Code of Honor. We hear of these Codes when we think of things like The Ten Commandments, the Marine Corps or the Constitution. Yet if sales is the number one skill in business, number two has to be the ability to bring ordinary people together to build a championship team. This does not happen by chance or by the simple accumulation of talent. The Code is the core ingredient to creating winning organizations. The book is a

step-by-step guide for any individual, group or company to actually create a Code of Honor specific to their team. The Rich Dad Poor Dad Advisor series was designed as a “how-to” series to empower individuals to succeed in the world of business and finance. “Team Code of Honor” is critical to this series because its processes bridge all facets of business, investment, entrepreneurship and even personal life. The book explains through graphic examples, stories and numerous case studies how a Code or set of rules is created, maintained, enforced and used for rapid and controlled growth of any entity. The book is designed as an operating manual for putting any business team together. It steps you all the way from properly choosing players, to creating the Code, to increasing performance and to winning. Each chapter gives the team specific assignments and examples so that by the time you have completed the book, your Code is in place and your team is operating at a true championship level.

A bold new theory of leadership drawn from elite captains throughout sports—named one of the best business books of the year by CNBC, The New York Times, Forbes, strategy+business, The Globe and Mail, and Sports Illustrated “The book taught me that there’s no cookie-cutter way to lead. Leading is not just what Hollywood tells you. It’s not the big pregame speech. It’s how you carry yourself every day, how you treat the people around you, who you are as a person.”—Mitchell Trubisky, quarterback, Chicago Bears Now featuring analysis of the five-time Super Bowl champion New England Patriots and their captain, Tom Brady The seventeen most dominant teams in sports history had one thing in common: Each employed the same type of captain—a singular leader with an unconventional set of skills and tendencies. Drawing on original interviews with athletes, general managers, coaches, and team-building experts, Sam Walker identifies the seven core qualities of the Captain Class—from extreme doggedness and emotional control to tactical aggression and the courage to stand apart. Told through riveting accounts of pressure-soaked moments in sports history, The Captain Class will challenge your assumptions of what inspired leadership looks like. Praise for The Captain Class “Wildly entertaining and thought-provoking . . . makes you reexamine long-held beliefs about leadership and the glue that binds winning teams together.”—Theo Epstein, president of

baseball operations, Chicago Cubs “If you care about leadership, talent development, or the art of competition, you need to read this immediately.”—Daniel Coyle, author of *The Culture Code* “The insights in this book are tremendous.”—Bob Myers, general manager, Golden State Warriors “An awesome book . . . I find myself relating a lot to its portrayal of the out-of-the-norm leader.”—Carli Lloyd, co-captain, U.S. Soccer Women’s National Team “A great read . . . Sam Walker used data and a systems approach to reach some original and unconventional conclusions about the kinds of leaders that foster enduring success. Most business and leadership books lapse into clichés. This one is fresh.”—Jeff Immelt, chairman and former CEO, General Electric “I can’t tell you how much I loved *The Captain Class*. It identifies something many people who’ve been around successful teams have felt but were never able to articulate. It has deeply affected my thoughts around how we build our culture.”—Derek Falvey, chief baseball officer, Minnesota Twins

What really sets the best managers above the rest? It’s their power to build a cadre of employees who have great inner work lives—consistently positive emotions; strong motivation; and favorable perceptions of the organization, their work, and their colleagues. The worst managers undermine inner work life, often unwittingly. As Teresa Amabile and Steven Kramer explain in *The Progress Principle*, seemingly mundane workday events can make or break employees’ inner work lives. But it’s forward momentum in meaningful work—progress—that creates the best inner work lives. Through rigorous analysis of nearly 12,000 diary entries provided by 238 employees in 7 companies, the authors explain how managers can foster progress and enhance inner work life every day. The book shows how to remove obstacles to progress, including meaningless tasks and toxic relationships. It also explains how to activate two forces that enable progress: (1) catalysts—events that directly facilitate project work, such as clear goals and autonomy—and (2) nourishers—interpersonal events that uplift workers, including encouragement and demonstrations of respect and collegiality. Brimming with honest examples from the companies studied, *The Progress Principle* equips aspiring and seasoned leaders alike with the insights they need to maximize their people’s performance.

What Motivates Me will help readers align the work they do every day, for the rest of their lives, with what truly motivates them. It also includes a code to the Motivators Assessment. This is not a personality test, but a scientifically valid assessment that digs straight to the core of what motivates you at work. The book also features a set of thought-provoking exercises to help readers sculpt their jobs with 60 powerful strategies. After analyzing the results of 850,000 interviews, the authors sought to discover why so many people are not as engaged and energized as they could be at work. They found those who are happiest and most successful are engaged in work that aligns with what motivates them. *What Motivates Me* offers an extensively tested method to help readers identify their core motivators and figure out the disconnects between their passions and their current work, and guides all those searching for joy and engagement by asking the important questions - "What motivates me?" and "What can I do about it?"

How the Best Managers Use Recognition to Engage Their Employees, Retain Talent, and Drive Performance

The Daily Show (The Book)
A New Theory of Leadership
How To Win Friends And Influence People
Build an A-Team
Culture Wins

WINNER OF THE 2020 FOREWORD INDIES GOLD AWARD IN EDUCATION WINNER OF THE SILVER IPPY AWARD FOR BEST EDUCATIONAL RESOURCES You want your children to benefit from a great education. But every student is unique. One type of school might be a great fit for your neighbor's child, but it might not work for your son or daughter. Across the country, many parents today have more choices for their children's education than ever before. If you are starting the process of finding your child's first school—or if you want to choose a new learning environment—The School Choice Roadmap is for you. This first-of-its-kind book offers a practical, jargon-free overview of school choice policies, from public school open enrollment to private school scholarships and more. It breaks down the similarities and differences between traditional public schools, public charter schools, public magnet schools, online public schools, private schools, and homeschooling. Most importantly, The School Choice Roadmap offers a seven-step process that will help you harness the power of your own intuition—and your own expertise about your child's uniqueness—to help you find a school that reflects your family's goals, values, and priorities. Filled with sage advice from dozens of other parents who have pursued the school search process, and interviews with school leaders and teachers, The School Choice Roadmap is an optimistic, empowering book that cuts through the confusion in K-12

education—so that you can give your children every opportunity to succeed in school and in life.

Do you feel stuck in life, not knowing how to make it more successful? Do you wish to become more popular? Are you craving to earn more? Do you wish to expand your horizon, earn new clients and win people over with your ideas? How to Win Friends and Influence People is a well-researched and comprehensive guide that will help you through these everyday problems and make success look easier. You can learn to expand your social circle, polish your skill set, find ways to put forward your thoughts more clearly, and build mental strength to counter all hurdles that you may come across on the path to success. Having helped millions of readers from the world over achieve their goals, the clearly listed techniques and principles will be the answers to all your questions.

"Life, just like a design problem, is full of constraints--time, money, age, location, and circumstances. You cannot have everything, and if you want more out of it, you have to be creative about how to make what you need and what you want co-exist. This requires design thinking. Design the Life You Love uses a simple but proven creative thinking and design process to give ordinary people new tools to think about life differently, and also includes fascinating examples from the world of art and design that relate to each step of the process, plus guided creative exercises."--

Bridge the Gap and Reach the Why Generation If you've ever struggled to motivate the young people in your sphere of influence, Answering Why is the game-changer you've been looking for. From the urgent skills gap crisis to the proven strategies to inspire our youngest generations, Answering Why addresses the burning questions faced by educators, employers, and parents everywhere. Author, CEO, and generational expert Mark C. Perna shares his wide experience and profound success as both a single dad and performance consultant for education and workforce development across North America. Readers will be empowered to: • Embrace the branch-creak crisis moments of life • Make meaningful, productive connections with the Why Generation (anyone under 40 today) • Bring relevance, self-discovery, and passion to the learning process ?The Why Generation is asking a serious question, and it's time to answer it. This book will help awaken the incredible potential of young people everywhere and spur them to increased performance on all fronts, so they can make a bigger difference—which is exactly what they want.

Leading with Gratitude

How the Best Managers Create a Culture of Belief and Drive Big Results

The New Playbook for Putting People First

The ABC's of Building a Business Team that Wins

Walk Off Winning

Design the Life You Love

Team Code of Honor

"One of the ten best leadership books so far this year." -- Bloomberg Following up the popular peak performance book Organize Tomorrow Today, a new plan to motivate, set priorities and lead any team to optimal achievement Watch a triumphant speech after a sports championship or business milestone and you'll almost always hear some variation of this catchphrase: "It couldn't have happened without the great team we have." It doesn't matter if you're the owner of a 10,000-employee Fortune 500 company or running a small business, you're a part of a team. With a combined 50 years of experience building, managing, advising, and troubleshooting teams in both the business and sports worlds, Jason Selk and Tom Bartow now reveal the common DNA that links the highest

*performing teams. In **Organize Your Team Today**, Selk and Bartow show how it takes collective mental toughness to win, developed only through a clear understanding of the goals, limitations, roles and personalities on your team. Great leaders respect and embrace channel capacity, Selk and Bartow explain, which means they don't overload their teams with blizzards of tasks and responsibilities. They bust the "focus" and "relationship" fallacies, as those words are meaningless for teams unless they are byproducts of activities that really matter. And Selk and Bartow teach how to manage expectations, since doing so creates a level of respect between the leader and the team -- and among the team members--that is a catalyst for peak achievement.*

*NFL head coach Mike Smith lead one of the most remarkable turnarounds in NFL history. In the season prior to his arrival in 2008, the Atlanta Falcons had a 4-12 record and the franchise had never before achieved back-to-back winning seasons. Under Smith's leadership, the Falcons earned an 11-5 record in his first season and would go on to become perennial playoff and Super Bowl contenders earning Smith AP Coach of year in 2008 and voted Coach of Year by his peers in 2008, 2010 and 2012. **You Win in the Locker Room First** draws on the extraordinary experiences of Coach Mike Smith and Jon Gordon—consultant to numerous college and professional teams—to explore the seven powerful principles that any business, school, organization, or sports team can adopt to revitalize their organization. Step by step, the authors outline a strategy for building a thriving organization and provide a practical framework that give leaders the tools they need to create a great culture, lead with the right mindset, create strong relationships, improve teamwork, execute at a higher level, and avoid the pitfalls that sabotage far too many leaders and organizations. In addition to sharing what went right with the Falcons, Smith also transparently shares what went wrong his last two seasons and provides invaluable lessons leaders can take away from his victories, success, failures and mistakes. Whether it's an executive leadership team of a Fortune 500 company, a sports team, an emergency room team, military team, or a school team successful leaders coach their team and develop, mentor, encourage, and guide them. This not only improves the team, it improves the leaders and their relationships, connections, and organization. **You Win in the Locker Room First** offers a rare behind-the-scenes look at one of the most pressure packed leadership jobs on the planet and what leaders can learn from these experiences in order to build their own winning team.*

This volume offers a practical guide to leading a team to greatness no matter who you are.

***THE INSTANT #1 NATIONAL BESTSELLER** From the #1 New York Times bestselling authors of **Extreme Ownership** comes a new and revolutionary approach to help leaders recognize and attain the leadership balance crucial to victory. With their first book, **Extreme Ownership** (published in October 2015), Jocko Willink and Leif Babin set a new standard for leadership, challenging readers to become better leaders, better followers, and better people, in both their professional and personal lives. Now, in **THE DICHOTOMY OF LEADERSHIP**, Jocko*

and Leif dive even deeper into the uncharted and complex waters of a concept first introduced in Extreme Ownership: finding balance between the opposing forces that pull every leader in different directions. Here, Willink and Babin get granular into the nuances that every successful leader must navigate. Mastering the Dichotomy of Leadership requires understanding when to lead and when to follow; when to aggressively maneuver and when to pause and let things develop; when to detach and let the team run and when to dive into the details and micromanage. In addition, every leader must: · Take Extreme Ownership of everything that impacts their mission, yet utilize Decentralize Command by giving ownership to their team. · Care deeply about their people and their individual success and livelihoods, yet look out for the good of the overall team and above all accomplish the strategic mission. · Exhibit the most important quality in a leader—humility, but also be willing to speak up and push back against questionable decisions that could hurt the team and the mission. With examples from the authors' combat and training experiences in the SEAL teams, and then a demonstration of how each lesson applies to the business world, Willink and Babin clearly explain THE DICHOTOMY OF LEADERSHIP—skills that are mission-critical for any leader and any team to achieve their ultimate goal: VICTORY.

A Step-By-Step Guide to Building a Meaningful Future

All In

7 Steps to Finding the Right School for Your Child

Basketball on Paper

Build Your Business Through Predictive Hiring

The Captain Class

The Roadmap to an Irresistible Workplace

"How to Win Friends and Influence People" is one of the first best-selling self-help books ever published. It can enable you to make friends quickly and easily, help you to win people to your way of thinking, increase your influence, your prestige, your ability to get things done, as well as enable you to win new clients, new customers.
Twelve Things This Book Will Do For You:
_Get you out of a mental rut, give you new thoughts, new visions, new ambitions.
_Enable you to make friends quickly and easily.
_Increase your popularity.
_Help you to win people to your way of thinking.
_Increase your influence, your prestige, your ability to get things done.
_Enable you to win new clients, new customers.
_Increase your earning power.
_Make you a better salesman, a better executive.
_Help you to handle complaints, avoid arguments, keep your human contacts smooth and pleasant.
_Make you a better speaker, a more entertaining conversationalist.
_Make

the principles of psychology easy for you to apply in your daily contacts. Help you to arouse enthusiasm among your associates. Dale Carnegie (1888-1955) was an American writer and lecturer and the developer of famous courses in self-improvement, salesmanship, corporate training, public speaking, and interpersonal skills. Born into poverty on a farm in Missouri, he was the author of *How to Win Friends and Influence People* (1936), a massive bestseller that remains popular today.

From New York Times bestselling authors and renowned leadership consultants Adrian Gostick and Chester Elton comes a groundbreaking guide to building high-performance teams. What is the true driver of a thriving organization's exceptional success? Is it a genius leader? An iron-clad business plan? Gostick and Elton shatter these preconceptions of corporate achievement. Their research shows that breakthrough success is guided by a particular breed of high-performing team that generates its own momentum—an engaged group of colleagues in the trenches, working passionately together to pursue a shared vision. Their research also shows that only 20 percent of teams are working anywhere near this optimal capacity. How can your team become one of them? Based on a groundbreaking 350,000-person study by the Best Companies Group, as well as extraordinary research into exceptional teams at leading companies, including Zappos.com, Pepsi Beverages Company, and Madison Square Garden, the authors have determined a key set of characteristics displayed by members of breakthrough teams, and have identified a set of rules great teams live by, which generate a culture of positive teamwork and lead to extraordinary results. Using a wealth of specific stories from the breakthrough teams they studied, they reveal in detail how these teams operate and how managers can transform their own teams into such high performers by fostering: Stronger clarity of goals Greater trust among team members More open and honest dialogue Stronger accountability for all team members Purpose-based recognition of team members' contributions The remarkable stories they tell about these teams in action provide a simple and powerful step-by-step guide to taking your team to the breakthrough level, igniting the passion and vision to bring about an Orange Revolution.

Teams have more talent and experience, more diverse resources, and greater operating flexibility than individual performers. So why do so many teams either struggle unpleasantly toward an unsatisfactory conclusion-or, worse, crash and burn shortly after launch? J. Richard Hackman, one of the world's leading experts on group and organizational behavior, argues that the answer to this puzzle is rooted in flawed thinking about team leadership. It is not a leader's management style that determines how well a team performs, but how well a leader designs and supports a team so that members can manage themselves. According to Hackman, cookie-cutter formulas and prescribed leadership styles often backfire because they place far too much emphasis on the leader as the primary cause of team behavior. In *Leading*

Teams, he identifies the key conditions that any leader can put in place to increase the likelihood of team success—regardless of his or her personality or preferred style of operating. Through extensive research and compelling examples ranging from orchestras to economic analysts to airline cockpit crews, Hackman identifies five conditions that set the stage for great performances: a real team, a compelling direction, an enabling team structure, a supportive organizational context, and the availability of competent coaching. *Leading Teams* outlines what leaders can do to structure, support, and guide teams in a way that

- enhances the social processes essential to collective work;
- builds shared commitment, skills, and task-appropriate coordination strategies;
- helps members troubleshoot problems and spot emerging opportunities; and
- captures experiences and translates them into shared knowledge.

Out of these conditions, Hackman argues, the very best teams emerge—teams that exceed client expectations, grow in capability over time, and contribute to the learning and personal fulfillment of individual members. Authoritative, practical, and astutely realistic, *Leading Teams* offers a new and provocative way of thinking about and leading work teams in any organizational setting.

AUTHOR BIO: J. Richard Hackman is the Cahners-Rabb Professor of Social and Organizational Psychology at Harvard University. He resides in Bethany, Connecticut, and Cambridge, Massachusetts.

The world's elite athletes and coaches achieve high performance through inspiring leadership, mental toughness, and direction-setting strategic choices. Harvard Business Review has talked to many of these high performers throughout the years to learn how their success translates to the world of business. If you read nothing else on management lessons from the world of sports, read these 10 articles by athletes, coaches, and leadership experts. We've combed through our archive and selected the articles that will best help you drive performance. This book will inspire you to:

- Improve on your weaknesses, not just your strengths
- Take care of your body for sustained mental performance
- Increase your confidence and manage your energy before an important event
- Turn a struggling team around
- Understand the limits of performance metrics
- Focus on long-term goals to overcome setbacks
- Understand where the analogy of sports and business doesn't work

This collection of articles includes "Ferguson's Formula," by Anita Elberse with Sir Alex Ferguson; "Life's Work: An Interview with Greg Louganis"; "The Making of a Corporate Athlete," by Jim Loehr and Tony Schwartz; "The Tough Work of Turning a Team Around," by Bill Parcells; "How an Olympic Gold Medalist Learned to Perform Under Pressure: An Interview with Alex Gregory"; "Mental Preparation Secrets of Top Athletes, Entertainers, and Surgeons," an interview with Daniel McGinn by Sarah Green Carmichael; "SoulCycle's CEO on Sustaining Growth in a Faddish Industry," by Melanie Whelan; "Life's Work: An Interview with Kareem Abdul-Jabbar"; "Major League Innovation," by Scott D. Anthony; "Looking Past Performance in Your Star Talent," by Mark de Rond, Adrian Moorhouse, and Matt Rogan; "Life's Work: An Interview with Mikhail Baryshnikov"; "How the Best of the Best Get Better and Better," by Graham Jones; "Life's Work: An

Interview with Joe Girardi"; "Why There Is an I in Team," by Mark de Rond; "Life's Work: An Interview with Andre Agassi"; and "Why Sports Are a Terrible Metaphor for Business," by Bill Taylor.

Rules and Tools for Performance Analysis

What Motivates Me

An Oral History as Told by Jon Stewart, the Correspondents, Staff and Guests

The Orange Revolution

Leading Teams

Setting the Stage for Great Performances

The Invisible Code of Honor that Takes Ordinary People and Turns Them Into a Championship Team

Robyn Benincasa has made an art form of extreme performance by competing and winning at the highest levels of sport and business. In her fifteen-year career as a professional adventure racer, she has biked through jungles in Borneo, climbed Himalayan giants in Nepal, trekked across lava fields in Fiji, rafted rapids in Chile—and racked up multiple world championship titles along the way. In her spare time, she is a firefighter and a sought-after keynote speaker on the subject of teamwork and leadership. In How Winning Works, Benincasa shows you how to climb to new levels of professional and personal success. She shares the eight essential elements of teamwork, learned through her extreme adventure racing, that create synergy with all the teammates in your life, from colleagues and customers to family members and friends: Total Commitment Empathy and Awareness Adversity Management Mutual Respect "We" Thinking Ownership of the Project Relinquishment of Ego Kinetic Leadership This field guide to success shares the same training tools and exercises that have become wildly popular in the leadership seminars Benincasa gives to corporations, including Starbucks, Deloitte Consulting, 3M, Verizon, Nestlé, Boeing and many others. Stories from her adventure racing also illustrate how winning teams interact under the world's most extreme conditions, from jungles to mountain peaks. Whether you're trying to beat the competition to market with a new product, scale a looming mountain of deadlines or simply get your kids to clean up their rooms, the advice in this book will take you on an adventure you'll never forget, and coach you over the finish line to success.

Harness the power of Martin Rooney's acclaimed "Culture Coach" philosophy to build the culture of your dreams Building a great team culture doesn't happen overnight. Culture is hard to create, and even harder to change. Great culture is a key component for success at home, on the sports field,

and at the workplace. In a time when people seem to be more divided than ever, leaders who can build strong and lasting cultures are essential. No one knows this better than internationally-renowned coach, in-demand speaker, and bestselling author Martin Rooney—dedicating his life to coach elite athletes, Fortune 500 executives, military leaders, and every kind of team imaginable to their highest level of performance. In High Ten: An Inspiring Story About Building Great Team Culture, Martin draws from his extensive experience developing top-level teams around the world to help leaders of all kinds foster and sustain winning cultures. This engaging, easy-to-read parable shows you that every business, sports team, and family has a culture. Whether you deliberately created it or not, it's always there and it didn't come with a manual. That's where High Ten comes in. This must-have book is your personal leadership manual. Stop spending your day unhappy or complaining about a dream that hasn't come true. High Ten will help you: Create an environment where your people work towards common goals with friends they trust—have fun doing it Develop clarity about the culture you want and put the processes in place to make it happen Ensure your culture reflects core values and aligns with your organization's mission and vision Transform your culture into the "immune system" for your team or business Learn about the "3 Cornerstones of Culture" and eliminate the "5 Culture Killers" High Ten: An Inspiring Story About Building Great Team Culture is an invaluable resource for all coaches and leaders striving to achieve the highest level of culture—one where everyone feels like a valuable part of the team and consistently produces exceptional results.

NEW YORK TIMES BESTSELLER The complete, uncensored history of the award-winning The Daily Show with Jon Stewart, as told by its correspondents, writers, and host. For almost seventeen years, The Daily Show with Jon Stewart brilliantly redefined the borders between television comedy, political satire, and opinionated news coverage. It launched the careers of some of today's most significant comedians, highlighted the hypocrisies of the powerful, and garnered 23 Emmys. Now the show's behind-the-scenes gags, controversies, and camaraderie will be chronicled by the players themselves, from legendary host Jon Stewart to the star cast members and writers-including Samantha Bee, Stephen Colbert, John Oliver, and Steve Carell - plus some of The Daily Show's most prominent guests and adversaries: John and Cindy McCain, Glenn Beck, Tucker Carlson, and many more. This oral history takes the reader behind the curtain for all the show's highlights, from its origins as Comedy Central's underdog late-night program to Trevor Noah's succession, rising from a scrappy jester in the 24-hour political news cycle to become part of the beating heart of politics-a

trusted source for not only comedy but also commentary, with a reputation for calling bullshit and an ability to effect real change in the world. Through years of incisive election coverage, passionate debates with President Obama and Hillary Clinton, feuds with Bill O'Reilly and Fox, and provocative takes on Wall Street and racism, The Daily Show has been a cultural touchstone. Now, for the first time, the people behind the show's seminal moments come together to share their memories of the last-minute rewrites, improvisations, pranks, romances, blow-ups, and moments of Zen both on and off the set of one of America's most groundbreaking shows.

Radical Advice for Reinventing Talent--and HR Most executives today recognize the competitive advantage of human capital, and yet the talent practices their organizations use are stuck in the twentieth century. Typical talent-planning and HR processes are designed for predictable environments, traditional ways of getting work done, and organizations where "lines and boxes" still define how people are managed. As work and organizations have become more fluid--and business strategy is no longer about planning years ahead but about sensing and seizing new opportunities and adapting to a constantly changing environment--companies must deploy talent in new ways to remain competitive. Turning conventional views on their heads, talent and leadership experts Ram Charan, Dominic Barton, and Dennis Carey provide leaders with a new and different playbook for acquiring, managing, and deploying talent--for today's agile, digital, analytical, technologically driven strategic environment--and for creating the HR function that business needs. Filled with examples of forward-thinking companies that have adopted radical new approaches to talent (such as ADP, Amgen, BlackRock, Blackstone, Haier, ING, Marsh, Tata Communications, Telenor, and Volvo), as well as the juggernauts and the startups of Silicon Valley, this book shows leaders how to bring the rigor that they apply to financial capital to their human capital--elevating HR to the same level as finance in their organizations. Providing deep, expert insight and advice for what needs to change and how to change it, this is the definitive book for reimagining and creating a talent-driven organization that wins.

The Secrets of Champions in Business and in Life

Put Your Passions to Work

High Ten

Play to Their Strengths and Lead Them Up the Learning Curve

Brain Sense

Realizing the Hidden Potential in Everyone

Unleashing Passion, Purpose, and Performance in Younger Generations

Reduce Hiring Risks and Predict Success New Mindset. In *The Best Team Wins*, author Adam Robinson gives you a proven, straightforward, and effective method for hiring new employees. He teaches you how to rethink the process of finding, assessing, and hiring the right people. **New Methods.** Robinson, a recruiting professional with over twenty years experience, shows you how to—

- Use a Data-Driven Job Profile to Assess Candidate Risk
- Build a Candidate Scorecard
- Rate the Candidate's Core Competencies
- Ask the Right Questions to Dig Deeper in Interviews
- Craft an Offer the Candidate Can't Refuse

Better Results. By following Robinson's in-depth process, you can eliminate guesswork and focus on building a team that will bring value to your company's culture and bottom line.

The Best Team Wins
The New Science of High Performance
Simon & Schuster

The Challenge Built to Last, the defining management study of the nineties, showed how great companies triumph over time and how long-term sustained performance can be engineered into the DNA of an enterprise from the very beginning. But what about the company that is not born with great DNA? How can good companies, mediocre companies, even bad companies achieve enduring greatness? **The Study** For years, this question preyed on the mind of Jim Collins. Are there companies that defy gravity and convert long-term mediocrity or worse into long-term superiority? And if so, what are the universal distinguishing characteristics that cause a company to go from good to great? **The Standards** Using tough benchmarks, Collins and his research team identified a set of elite companies that made the leap to great results and sustained those results for at least fifteen years. How great? After the leap, the good-to-great companies generated cumulative stock returns that beat the general stock market by an average of seven times in fifteen years, better than twice the results delivered by a composite index of the world's greatest companies, including Coca-Cola, Intel, General Electric, and Merck. **The Comparisons** The research team contrasted the good-to-great companies with a carefully selected set of comparison companies that failed to make the leap from good to great. What was different? Why did one set of companies become truly great performers while the other set remained only good? **Over five years**, the team analyzed the histories of all twenty-eight companies in the study. After sifting through mountains of data and thousands of pages of interviews, Collins and his crew discovered the key determinants of greatness -- why some companies make the leap and others don't. **The Findings** The findings of the Good to Great study will surprise many readers and shed light on virtually every area of management strategy and practice. **The findings include:** **Level 5 Leaders:** The research team was shocked to discover the type of

leadership required to achieve greatness. The Hedgehog Concept (Simplicity within the Three Circles): To go from good to great requires transcending the curse of competence. A Culture of Discipline: When you combine a culture of discipline with an ethic of entrepreneurship, you get the magical alchemy of great results. Technology Accelerators: Good-to-great companies think differently about the role of technology. The Flywheel and the Doom Loop: Those who launch radical change programs and wrenching restructurings will almost certainly fail to make the leap. “Some of the key concepts discerned in the study,” comments Jim Collins, “fly in the face of our modern business culture and will, quite frankly, upset some people.” Perhaps, but who can afford to ignore these findings?

The New York Times bestselling authors of *The Carrot Principle* and *All In* deliver a breakthrough, groundbreaking guide for building today’s most collaborative teams—so any organization can operate at peak performance. A massive shift is taking place in the business world. In today’s average company, up to eighty percent of employees’ days are now spent working in teams. And yet the teams most people find themselves in are nowhere near as effective as they could be. They’re often divided by tensions, if not outright dissension, and dysfunctional teams drain employees’ energy, enthusiasm, and creativity. Now Adrian Gostick and Chester Elton share the proven ways managers can build cohesive, productive teams, despite the distractions and challenges every business is facing. In *The Best Team Wins*, Gostick and Elton studied more than 850,000 employee engagement surveys to develop their “Five Disciplines of Team Leaders,” explaining how to recognize and motivate different generations to enhance individual engagement; ways to promote healthy discord and spark innovation; and techniques to unify customer focus and build bridges across functions, cultures, and distance. They’ve shared these disciplines with their corporate clients and have now distilled their breakthrough findings into a succinct, engaging guide for business leaders everywhere. Gostick and Elton offer practical ways to address the real challenges today’s managers are facing, such as the rise of the Millennials, the increasing speed of change, the growing number of global and virtual teams, and the friction created by working cross-functionally. This is a must-read for anyone looking to maximize performance at work, from two of the most successful corporate consultants of their generation, whom *The New York Times* called “creative and refreshing.”

The Best Team Wins

An Inspiring Story About Building Great Team Culture

You Win in the Locker Room First

Why Some Companies Make the Leap...And Others Don't

The Carrot Principle

Talent Wins

Atomic Habits

The #1 New York Times bestseller. Over 4 million copies sold! Tiny Changes, Remarkable Results No matter your goals, Atomic Habits offers a proven framework for improving--every day. James Clear, one of the world's leading experts on habit formation, reveals practical strategies that will teach you exactly how to form good habits, break bad ones, and master the tiny behaviors that lead to remarkable results. If you're having trouble changing your habits, the problem isn't you. The problem is your system. Bad habits repeat themselves again and again not because you don't want to change, but because you have the wrong system for change. You do not rise to the level of your goals. You fall to the level of your systems. Here, you'll get a proven system that can take you to new heights. Clear is known for his ability to distill complex topics into simple behaviors that can be easily applied to daily life and work. Here, he draws on the most proven ideas from biology, psychology, and neuroscience to create an easy-to-understand guide for making good habits inevitable and bad habits impossible.

Along the way, readers will be inspired and entertained with true stories from Olympic gold medalists, award-winning artists, business leaders, life-saving physicians, and star comedians who have used the science of small habits to master their craft and vault to the top of their field. Learn how to: • make time for new habits (even when life gets crazy); • overcome a lack of motivation and willpower; • design your environment to make success easier; • get back on track when you fall off course; ...and much more. Atomic Habits will reshape the way you think about progress and success, and give you the tools and strategies you need to transform your habits--whether you are a team looking to win a championship, an organization hoping to redefine an industry, or simply an individual who wishes to quit smoking, lose weight, reduce stress, or achieve any other goal.

Journey "inside the numbers" for an exceptional set of statistical tools and rules that can help explain the winning, or losing, ways of a basketball team. Basketball on Paper doesn't diagram plays or explain how players get in shape, but instead demonstrates how to interpret player and team performance. Dean Oliver highlights general strategies for teams when they're winning or losing and what aspects should be the focus in either situation. He describes and quantifies the jobs of team leaders and role players, then discusses the interactions between players and how to achieve the best fit. Oliver conceptualizes the meaning of teamwork and how to quantify the value of different types of

players working together. He examines historically successful NBA teams and identifies what made them so successful: individual talent, a system of putting players together, or good coaching. Oliver then uses these statistical tools and case studies to evaluate the best players in history, such as Magic Johnson, Wilt Chamberlain, Bill Russell, and Charles Barkley and how they contributed to their teams' success. He does the same for some of the NBA's "oddball" players-Manute Bol, Muggsy Bogues, and Dennis Rodman and for the WNBA's top players. Basketball on Paper is unique in its incorporation of business and analytical concepts within the context of basketball to measure the value of players in a cooperative setting. Whether you're looking for strategies or new ideas to throw out while watching the ballgame at a sports bar, Dean Oliver's Basketball on Paper will give you amazing new insights into teamwork, coaching, and success.

The influential New York Times bestselling authors—the “apostles of appreciation” Chester Elton and Adrian Gostick—provide managers and executives with easy ways to add more gratitude to the everyday work environment to help bolster moral, efficiency, and profitability. Workers want and need to know their work is appreciated. Showing gratitude to employees is the easiest, fastest, most inexpensive way to boost performance. New research shows that gratitude boosts employee engagement, reduces turnover, and leads team members to express more gratitude to one another—strengthening team bonds. Studies have also shown that gratitude is beneficial for those expressing it and is one of the most powerful variables in predicting a person’s overall well-being—above money, health, and optimism. The WD-40 Company knows this firsthand. When the leadership gave thousands of managers training in expressing gratitude to their employees, the company saw record increases in revenue. Despite these benefits, few executives effectively utilize this simple tool. In fact, new research reveals “people are less likely to express gratitude at work than anyplace else.” What accounts for the staggering chasm between awareness of gratitude’s benefits and the failure of so many leaders to do it—or do it well? Adrian Gostick and Chester Elton call this the gratitude gap. In this invaluable guide, they identify the widespread and pernicious myths about managing others that cause leaders to withhold thanks. Gostick and Elton also introduce eight simple ways managers can show employees they are valued. They supplement their insights and advice with stories of how many of today’s most successful leaders—such as Alan Mulally of Ford and Hubert Joly of Best Buy—successfully incorporated gratitude into their leadership styles. Showing gratitude isn’t just about being nice, it’s about being smart—really smart—and it’s a skill that everyone can easily learn.

Lead each person on your team up the learning curve. What's the secret to having an engaged and productive team? It's having a plan for developing all employees--no matter where they are on their personal learning curves. Better morale and higher performance happen through learning, argues Whitney Johnson. In over twenty years of coaching, investing, and consulting, Johnson has seen that employees need continuous learning and fresh challenges to stay motivated. The best bosses know this, and they know how to make it happen by thoughtfully designing people's jobs around the skills they have today as well as the skills they'll need to be even more valuable tomorrow. That's how entire organizations stay competitive in an unpredictable, rapidly changing business environment. In this book, Johnson explains how to become one of those bosses and how to build your A-team by: Identifying what your employees already know and what they need to learn Designing their jobs to maximize engagement and learning Applying a seven-step process for leading each person up their learning curve We all want opportunities to learn, experiment, and grow in our jobs. When our bosses work with us to help us leap to new challenges, the result is a team that knows how to thrive, no matter what the future holds.

Introduction to Probability

Eight Leadership Practices for Extraordinary Business Results

HBR's 10 Must Reads on Leadership Lessons from Sports (featuring interviews with Sir Alex Ferguson, Kareem Abdul-Jabbar, Andre Agassi)

The Science of the Senses and how We Process the World Around Us

How One Great Team Can Transform an Entire Organization

The School Choice Roadmap

How U.S. Navy SEALs Lead and Win