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Want By Saying What You Mean

Radical Candor How To Get What You Want By Saying What You Mean

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

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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.

"I raced through RADICAL CANDOR--It's thrilling to learn

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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-

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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.

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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

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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.

One afternoon, during a routine meditation, a strange tingling grips Catherine Klatzker, followed by an explosion of voices crowding out her thoughts. Soon these voices, or "parts," begin to emerge more distinctly in her mind, accompanied by persistent insomnia and bouts of mortifying incontinence. Fearing for her sanity, Klatzker turns to a meditation teacher and psychotherapist. What follows is one

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woman's unflinching excavation of years of repressed sexual and emotional abuse, manifested many decades later as Traumatic Dissociative Identity Disorder. A daring and unafraid debut memoir, You Will Never Be Normal delivers an arresting examination of the emotional toil-and toll-required to be made whole again.

** 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*

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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 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

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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.

Fierce Leadership

Your Time to Thrive

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Managing Humans

The 12 Powers of a Marketing Leader: How to Succeed by Building Customer and Company Value

Leadership Blindspots

Choose Possibility

The Busy Leader's Handbook

Summary

Good leaders become great by skillfully managing their own vulnerabilities

Leadership Blindspots: How Successful

Leaders Identify and Overcome the

Weaknesses That Matter is a comprehensive guide to recognizing and acting on the

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weak points that can impair effectiveness, diminish results, and harm a career.

Written by a 30-year veteran of the leadership consulting industry and author of *Trust in the Balance*, the book contains examples, worksheets and surveys that illustrate the practical application of the advice presented. An online questionnaire helps readers discover their own leadership vulnerabilities, and the book provides a roadmap for creating a targeted plan to increase their awareness in the areas that truly matter. The

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blindspot risk is that leaders fail to respond to weaknesses or threats due to a variety of factors including the complexity of their organizations, over-confidence in their own capabilities, and being surrounded by deferential subordinates. Leadership Blindspots provides a useful model for understanding how blindspots operate and why they persist, but at the same time suggests real, actionable steps to improvement. The book details a range of techniques that make blindspots stand out in sharp relief,

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so action can be taken before severe damage occurs – to a leader or his or her company. Topics include: A framework to understand the threats posed by blindspots The four most important types of blindspots – self, team, company and markets Detailed case studies of blindspots in leaders across a variety of industries A summary of the most common leadership blindspots Corrective practices that help mitigate the risks that blindspots pose The one characteristic great leaders share is the constant desire

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for self-improvement. Good can always be better. These weaknesses and threats are called blindspots because they are invisible to the individual but have the potential to wreak havoc on one's reputation and long-term success.

Identifying and fixing crucial problems is the leader's job, and sometimes the most debilitating problems are with the leaders themselves. Leadership Blindspots: How Successful Leaders Identify and Overcome the Weaknesses That Matter is the first step toward owning and addressing one's

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vulnerabilities and, as a result, becoming a more effective leader.

A WALL STREET JOURNAL BESTSELLER Do you know the best way to drive your company's growth? If not, it's time to boost your Growth IQ. Trying to find the one right move that will improve your business's performance can feel overwhelming. But, as you'll discover in Growth IQ, there are just ten simple--but easily misunderstood--paths to growth, and every successful growth strategy can be boiled down to picking the right combination and

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sequence of these paths for your current context. Tiffani Bova travels around the world helping companies solve their most vexing problem: how to keep growing in the face of stiff competition and a fast-changing business environment. Whether she's presenting to a Fortune 500 board of directors or brainstorming over coffee with a startup founder, Bova cuts through the clutter and confusion that surround growth. Now, she draws on her decades of experience and more than thirty fascinating, in-depth business stories to

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demonstrate the opportunities--and pitfalls--of each of the ten growth paths, how they work together, and how they apply to business today. You'll see how, for instance: * Red Bull broke Coca-Cola and PepsiCo's stranglehold on the soft drink market by taking the Customer Base Penetration path to establish a foothold with adventure sports junkies and expand into the mainstream. * Marvel transformed itself from a struggling comic book publisher into a global entertainment behemoth by using a Customer and Product

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Diversification strategy and shifting their focus from comic books to comic book characters in movies. * Starbucks suffered a brand crisis when they overwhelmed their customers with a Product Expansion strategy, and brought back CEO Howard Schultz to course-correct by returning to the Customer Experience path. Through Bova's insightful analyses of these and many other case studies, you'll see why it can be a mistake to imitate strategies that worked for your competitors, or rely on strategies that worked for you in the

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past. To grow your company with confidence, you first need to grow your Growth IQ.

Experience the transformative power of creative rituals in the workplace Rituals for Work shows us how creative rituals can make our personal and business lives more meaningful and rewarding. Rituals are powerful tools: they reinforce good habits, motivate personal and professional achievement, create a common bond between co-workers and build shared values; they can transform an organization's culture

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and provide a foundation to achieve common goals. Focusing on real-world examples, this book takes a practical approach to the power and benefits of workplace rituals. This insightful guide presents 50 creative rituals, from business and management to design and personal development. Specific case studies highlight the use of rituals and their positive impact to real-world organizations, while vivid visuals allow us to feel their energy and emotion. A ritual is only effective when its purpose

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is clearly defined. This book goes beyond simple analysis to provide actual recipes for individual rituals designed to promote specific habits, change negative behaviors, and instill values. Each ritual can be adapted to achieve a multitude of goals and tailored to fit your organization or team's specific needs. ? Change behaviors, form positive habits, and assign meaning to shared goals ? Build shared values, foster innovation, and encourage strong teamwork ? Deal with conflicts effectively and engage others to

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work on resolutions ? Learn the fundamental concepts of ritual-building and share your knowledge with your team An informative and inspirational resource for executives, managers, team leaders, and employees of every level, Rituals for Work provides a blueprint for building a culture of engagement, innovation, and shared purpose for organizations of all sizes, across industries.

From the author of the acclaimed book Fierce Conversations comes the antidote to some of the most wrongheaded practices of

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business today. · “Provide anonymous feedback.” · “Hire smart people.” · “Hold people accountable.” These are all sound, business practices, right? Not so fast, says leadership visionary and bestselling author Susan Scott. In fact, these mantras — despite being long-accepted and adopted by business leaders everywhere — are completely wrongheaded. Worse, they are costing companies billions of dollars, driving away valuable employees and profitable customers, limiting performance, and stalling careers. Yet

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they are so deeply ingrained in organizational cultures that no one has questioned them. Until now. In *Fierce Leadership*, Scott teaches us how to spot the worst “best” practices in our organizations using a technique she calls “squid eye”—the ability to see the “tells” or signs that we have fallen prey to disastrous behaviors by knowing what to look for. Only then, she says, can we apply the antidote.. Informed by over a decade of conversations with Fortune 500 executives, this book is that antidote.

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With fierce new approaches to everything from employee feedback to corporate diversity to customer relations, Scott offers fresh and surprising alternatives to six of the so-called “best” practices permeating today’s businesses. This refreshingly candid book is a must-read for any manager or leader at any level who is ready to take a long hard look at what trouble might be lurking in their organization - and do something about it.

You Will Never Be Normal

Radical Candor: Keypoints Summary and

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Inforgraphic

The life-changing power of mise-en-place to organize your life, work, and mind

Think Simple

How Teams Become Brilliant Together

Ordinary People, Extraordinary Products

EMPOWERED

Rituals for Work

From the legendary Silicon Valley manager who inspired Radical Candor, the three simple rules for creating happy, engaged teams
Businesses everywhere are plagued by managers who seem to think that keeping their staff miserable is the best way to deliver products
This is a failure of leadership that also hurts the bottom line;

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research has shown that maintaining a happy, engaged workforce consistently drives measurably better business results across the board. In *When They Win, You Win*, Russ Laraway, the Chief People Officer at Qualtrics, provides a simple, coherent, and complete leadership standard that teaches organizational planners and managers how to develop incredible levels of employee engagement. The book identifies three key elements: clear direct setting, frequent coaching, and active engagement with employees on their long-term career goals. Russ Laraway's approach to management, developed at Google, Twitter, and Qualtrics, shows the way to cultivate a happy, productive, and engaged team. Happy results are sure to follow—for you, your customers, your shareholders, and your employees alike.

A comprehensive book of "need-to-know" insights for busy leaders

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Being a great leader means getting the fundamentals right. It also means consistently doing the “little things” that make a positive difference in the lives of employees, customers, and other stakeholders. *The Busy Leader’s Handbook: How to Lead People and Places That Thrive* is a practical, easy-to-use book filled with gentle reminders of what we should be doing every day—especially when work is at its most intense. The Handbook is packed with proven best practices, tools, tips, and tactics for engaging employees, revitalizing cultures, delighting customers, and building high-performance companies. Short, succinct, and accessible, each chapter is “stand-alone,” offering helpful advice for meeting common business challenges. Plus, the strategies, approaches, and tactics are designed to be put into action immediately. Best-selling author, businessman, visionary, and entrepreneur Quint Studer

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draws on his 30-plus years of experience in helping organizations of all sizes and leaders at every level reach peak performance. Comprehensive in scope, his book overflows with insights and practical advice to help you make smart leadership decisions. For example: Why putting the right foundational structures in place early on creates clarity and heads off problems that cause businesses to struggle and fail The importance of followership: why being a good leader requires that you first be a good follower Why we tend to run from self-disruption and a sense of being unsettled (and how to learn to embrace them instead) Why leaders should seek consent, not consensus How to engage employees and create a positive workplace culture How to help employees find meaning and purpose in their work How to conduct difficult conversations and resolve conflicts—and why having these skills (or not) can make

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or break you as a leader Advice for attracting and hiring the best talent, retaining them over time, and dealing with the low performers who drive them away Why mentoring is so powerful how to encourage it inside your company Tips and tactics for seeing the world through your customer's eyes How to reduce customer anxiety (and encourage them to buy) with the right words at the right times for the right reasons The Busy Leader's Handbook functions as a desk reference and pocket guide for anyone in a leadership position. It's also a great training tool for onboarding new leaders. Whether you work for a start-up, a small or mid-size business, or a large corporation, this book will change how you think, inspire you to do your job better—and help your organization thrive.

WHAT MAKES AN EFFECTIVE AND SUCCESSFUL

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MARKETING LEADER? The 12 Powers of a Marketing Leader, by former McKinsey Partner Thomas Barta and senior London Business School professor Patrick Barwise, is the first research-based leadership book for marketers in the 21st century. Based on the largest ever research study of its kind, with detailed data on over 8,600 leaders in more than 170 countries, this game-changing book identifies 12 specific behaviors--or Powers--that drive marketers' business impact and career success. Reading it, you'll learn how to:

- **MOBILIZE YOUR BOSS:** Make an impact at the highest level and align marketing with the company's priorities.
- **MOBILIZE YOUR COLLEAGUES:** Inspire and motivate your non-marketing colleagues to deliver a great customer experience.
- **MOBILIZE YOUR TEAM:** Build and align a winning marketing team.
- **MOBILIZE YOURSELF:** Focus on goals that will benefit

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your customers, your company and yourself, by meeting your own needs and ambitions. By zeroing in on the value creation zone ("Zone")--the all-important overlap between your company's and customers' needs--you'll be able to help the business win in the market--and achieve your career goals. Warning: This is not a marketing book. It's a leadership book for marketers, using the latest research on what works--and what doesn't--in marketing digital age. BONUS: Receive full access to an online self-assessment tool and other marketing leadership resources. Gelberg presents strategies used by successful people--including celebrities--to manage their introversion or shyness while becoming successful in professional endeavors.

The Making of a Manager

How Smart Leaders Defeat Complexity

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Growth IQ

SmartTribes

10% Happier

Take Risks and Thrive (Even When You Fail)

How to Get What You Want by Saying What You Mean

The Reason for the Rhymes

Managing Humans is a selection of the best essays from Michael Lopp's popular website Rands in Repose(www.randsinrepose.com). Lopp is one of the most sought-after IT managers in Silicon Valley, and draws on his experiences at Apple, Netscape, Symantec, and Borland. This book reveals a variety of different approaches for creating innovative, happy development

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teams. It covers handling conflict, managing wildly differing personality types, infusing innovation into insane product schedules, and figuring out how to build lasting and useful engineering culture. The essays are biting, hilarious, and always informative.

In today ' s work environment, the lines between our professional and personal lives are blurred more than ever before. Whatever is happening to us outside of our workplace—whether stressful, painful, or joyful—follows us into work as well. We may think we have to keep these realities under wraps and act as if we "have it all together." But as Mike Robbins explains, we can work better, lead better, and be more engaged and

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fulfilled if—instead of trying to hide who we are—we show up fully and authentically. Mike, a sought-after motivational speaker and business consultant, has spent more than 15 years researching, writing, and speaking about essential human experiences and high performance in the workplace. His clients have ranged from Google to Citibank, from the U.S. Department of Labor to the San Francisco Giants. From small start-ups in Silicon Valley to family-owned businesses in the Midwest. From what he ' s seen and studied over the years, Mike believes that for us to thrive professionally, we must be willing to bring our whole selves to the work that we do. Bringing our whole selves to work

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means acknowledging that we ' re all vulnerable, imperfect human beings doing the best we can. It means having the courage to take risks, speak up, have compassion, ask for help, connect with others in a genuine way, and allow ourselves to be truly seen. In this book, Mike outlines five principles we can use to approach our own work in this spirit of openness and humanity, and to help the people we work with feel safe enough to do the same, so that the teams and organizations we ' re a part of can truly succeed."This book will offer you insights, ideas, and tools to inspire you to bring all of who you are to the work that you do—regardless of where you work, what kind of work

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you do, and with whom you do it. And, if you ' re an owner, leader, or just someone who wants to have influence on those around you—this book will also give you specific techniques for how to build or enhance your team ' s culture in such a way that encourages others to bring all of who they are to work."

The story of the idealists, technologists, and opportunists fighting to bring cryptocurrency to the masses. In their short history, Bitcoin and other cryptocurrencies have gone through booms, busts, and internecine wars, recently reaching a market valuation of more than \$2 trillion. The central promise of crypto endures—vast fortunes made from decentralized

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networks not controlled by any single entity and not yet regulated by many governments. The recent growth of crypto would have been all but impossible if not for a brilliant young man named Vitalik Buterin and his creation: Ethereum. In this book, Laura Shin takes readers inside the founding of this novel cryptocurrency network, which enabled users to launch their own new coins, thus creating a new crypto fever. She introduces readers to larger-than-life characters like Buterin, the Web3 wunderkind; his short-lived CEO, Charles Hoskinson; and Joe Lubin, a former Goldman Sachs VP who became one of crypto ' s most well-known billionaires. Sparks fly as these outsized personalities

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fight for their piece of a seemingly limitless new business opportunity. This fascinating book shows the crypto market for what it really is: a deeply personal struggle to influence the coming revolution in money, culture, and power.

From Kim Scott, author of the revolutionary New York Times bestseller Radical Candor, comes Just Work: Get Sh*t Done, Fast and 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 under-utilize huge numbers of people in the workforce even as we include, overestimate and

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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.

The Successful Introvert

The Happiness Project

Simple and Effective Tips for Successful, Productive, and Empowered Remote Work

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Sustainable Data

Achieving Success at Work & in Life, One Conversation at a Time

Bring Your Whole Self to Work

What to Do When Everyone Looks to You

50 Ways to Create Engagement, Shared Purpose, and a Culture of Bottom-Up Innovation

The first organizational book inspired by the culinary world, taking mise-en-place outside the kitchen. Every day, chefs across the globe churn out enormous amounts of high-quality work with efficiency using a system called mise-en-place--a French culinary term that means "putting in place" and signifies an entire lifestyle of readiness and engagement

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In *Work Clean*, Dan Charnas reveals how to apply mise-en-place outside the kitchen, in any kind of work. Culled from dozens of interviews with culinary professionals and executives, including world-renowned chefs like Thomas Keller and Alfred Portale, this essential guide offers a simple system to focus your actions and accomplish your work. Charnas spells out the 10 major principles of mise-en-place for chefs and non chefs alike: (1) planning is prime; (2) arranging spaces and perfecting movements; (3) cleaning as you go; (4) making first moves; (5) finishing actions; (6) slowing down to speed up; (7) call and callback; (8) open ears and eyes; (9) inspect and correct; (10) total utilization. This journey into the world of chefs and cooks shows you

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how each principle works in the kitchen, office, home, and virtually any other setting.

Wall Street Journal bestseller | An indispensable guide to decision-making and risk-taking for anyone who finds themselves afraid of making a wrong choice in their career. This fresh, new approach comes from one of the most highly regarded and well-respected female tech executives in Silicon Valley, who made many wrong choices in her career, but learned how to turn those down moments into successes. Life is made up of a series of choices. What do you do if one of those choices turns out poorly, especially if it was carefully considered? How do you trust your instinctive decision-making skills and make the next right choice? How do you

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continue to take risks when, suddenly, your risks are not working out? Sukhinder Singh Cassidy is one of the most highly regarded and well-respected female tech executives in Silicon Valley, but she'll be the first to admit that her path to success has been far from linear. She started three companies that have done exceedingly well, including theBoardlist (an organization designed to promote and place women onto corporate boards), and she just served as president of StubHub, which sold earlier this year for \$4 billion. But she's also encountered plenty of poor choices, misfires, unexpected headwinds, and all other types of pitfalls that she had to learn how to confront, analyze, navigate, and incorporate into her new path forward. From

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her own experience, she knows that personal success does not come from making one singular “correct” or “big” decision. Rather, long-range success comes from tackling numerous choices that are aimed to optimize future possibilities. Singh Cassidy’s “seven myths of success,” as well as her advice on how to make FOMO into your friend, multiply your “bets” in life, and understand why you shouldn’t be blinded by “passion bias,” all provide an entirely new way to approach risk-taking and achieve lasting success.

The secrets to Apple's success and how to use them, from Apple insider Ken Segall In Think Simple, Apple insider and New York Times bestselling author Ken Segall gives you the

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tools to Apple's success - and shows you how to use them all about simplicity. Whether you're in a multinational corporation or a lean startup, this guide will teach you how to crush complexity and focus on what matters; how to perform better, faster and more efficiently. Combining his insight from Apple with examples from companies across industries all over the world - including Ben & Jerry's, Whole Foods, Intel and HyundaiCard - Segall provides a simple roadmap for any company to find success.

An instant #1 Wall Street Journal bestseller and USA Today bestseller! The remote work revolution has been rapidly accelerated by the COVID-19 pandemic. Organizations as big as Twitter have learned their employees didn't need an

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office to get great results, and employees are using the flexibility of remote work to live where they want, ditch the commutes and live a work-life integration that works for them. Remote work is here to stay, and the companies that do it well will have a clear competitive advantage in the future. As founder and CEO of Acceleration Partners, a 100 percent remote organization with 170 employees who work from home, Robert Glazer has discovered that with the right principles, tactics and tools for managing remote employees, many businesses can excel in a virtual world. In this highly actionable book, Glazer shares how he and his team built a remote organization that has been recognized with dozens of awards for its industry performance and company culture.

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"A timely, practical, and highly informative guide to effective techniques for remote work; of benefit to practitioners or students of business. Highly recommended."—Library Journal, STARRED review

How to Thrive in the Virtual Workplace shares insights from the remote employee, manager and leader perspectives, offering a blueprint any person can use to make remote work successful, productive and fulfilling. Learn how to leverage the flexibility of remote work, be more productive while working at home, avoid burnout, lead a team of virtual employees and build an organization that sets the gold standard for virtual work. The remote work revolution is here—the leaders who will build the future are the ones who can lead top performing virtual

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teams. Learn how to build a world-class organization—office no longer required.

Trust Factor

Biting and Humorous Tales of a Software Engineering Manager

Work Clean

How To Lead People and Places That Thrive

How Successful Leaders Identify and Overcome the Weaknesses That Matter

A Guide to Building Business Relationships That Really Work

How I Tamed the Voice in My Head, Reduced Stress Without Losing My Edge, and Found Self-Help That Actually

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Works--A True Story

Thanks for the Feedback

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

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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 - 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

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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.

The current way of treating people at work has failed. Globally, only 30% of employees are

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engaged in their jobs, and in this fast-paced world that's just not enough. The world's best companies understand this, and have been quietly treating people differently for nearly two decades. Now you can learn their secrets and discover The Engagement Bridge™ model, proven to build bottom line value for companies through sustainable employee engagement. Companies with the best cultures generate stock market returns of twice the general market and enjoy half the employee turnover of their peers. Their staff innovate more, deliver better customer service and, hands-down, beat the competition. These companies outperform

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and disrupt their markets. They break the rules of traditional HR, they rebel against the status quo. Build it has found these rebels and the rulebreakers. From small startups to global powerhouses, this book shows that courage, commitment, and a people-centric mindset, rather than money and resources, are what you need to turn an average business into a category leader. The book follows the clear and proven Engagement Bridge™ model, developed from working with thousands of leading companies worldwide on their own employee engagement journeys. The practical model highlights the areas that leaders need to examine in order to

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build a highly engaged company culture and provides a framework for success. Build it is packed with tips, tools and real-life examples from employers including NASDAQ, Unilever, IBM, KPMG, 3M, and McDonald's to help you start doing this not tomorrow, but today. Readers will learn: How employee engagement helps companies perform The key factors that drive engagement, and how they work together What the world's most rebellious companies have done to break the rules of traditional HR and improve engagement How to implement The Engagement Bridge™ model to boost productivity, innovation, and better decision-

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making Unique in this category, Build it is written from two sharply different perspectives. Glenn Elliott is a multi-award winning Entrepreneur of the Year, CEO and growth investor. He talks candidly about the mistakes and missteps he has made whilst building Reward Gateway into a \$300m category leader in employee engagement technology. Debra Corey brings 30 years experience in senior level HR roles at global companies such as Gap, Quintiles, Honeywell and Merlin Entertainments. She shares the practical tools and case studies that can kickstart your employee engagement plan, bringing her own

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pragmatic and engaging style to each situation. Grow your account list with an effective account-based marketing strategy Buyers have changed the B2B marketing game. Account-Based Marketing For Dummies is here to give you the tools to transform your current approach to find, reach, and engage with your potential customers on their terms to meet their ever-changing demands. Packed with expert tips and step-by-step instructions, this book shows you how to analyze current data to identify the accounts with the biggest ROI opportunities and execute effective, account-specific techniques that get results. This practical guide takes the

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intimidation out of account-based marketing in today's highly digitized world. You'll be armed with the knowledge you need to increase your reach in real time, giving you greater exposure to other decision-makers and influencers within an account. You'll discover how, through a combination of marketing technology and online advertising, your messages can be displayed where and when your customers already engage online. Align your sales and marketing teams for greater success in your ABM efforts Analyze data to identify key accounts Target your messages for real-time interaction Integrate your campaign with

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marketing automation software If you're a member of a sales or marketing team already using a CRM tool who's looking to increase your reach, Account-Based Marketing For Dummies has you covered! "Account-Based Marketing For Dummies clears away the confusion surrounding this much-hyped topic. It offers simple, direct explanations of what account-based marketing is, why it's important, and how to do it. Any business marketing professional will benefit from a look at this book."- David Raab, Founder at Raab Associates "If you're reading this book and just getting started with ABM, welcome to the future of what b-to-b

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marketing can be: insight-led, technology-enabled and, above all, customer focused. Our clients are delighted with the business impact they deliver using account-based marketing, and you will be, too." - Megan Heuer, Vice President and Group Director, SiriusDecisions

"Like a Hollywood agent, marketing's job is to get sales the 'audition,' not the part. Account-based marketing is the key to maximizing the number of the 'right' auditions for your sales team, and Account-Based Marketing For Dummies explains how." - Joe Chernov, VP of Marketing at InsightSquared

"Ever-advancing marketing technology is enabling a new

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generation of sales and marketing strategies to thrive, changing the playing field for companies of all sizes. This modern wave of account-based marketing has tremendous potential to improve your business, and Sangram Vajre is an insightful and enthusiastic guide to show you how." - Scott Brinker, Author of Hacking Marketing "Account-based marketing is shifting how businesses use customer insights to capture more upmarket revenue. This book teaches a new wave of data-driven marketers how to embrace an enlightened quality-vs-quantity approach and execute a scalable ABM strategy that delivers real results." - Sean

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Zinsmeister, Senior Director of Product Marketing, Infer "The book may be titled '...for dummies', but ABM is proving to be a smart approach for B2B marketers charged with generating sales pipeline and acquiring and delighting customers. Use this book to help you get started and advance your account-based marketing strategies and tactics that will thrill your sales colleagues, executive team and customers alike." Scott Vaughan, CMO, Integrate Revised edition of the author's Finding your true north, 2008. Radical Candor

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Account-Based Marketing For Dummies

Just Work

Discover Your True North

The Rebel Playbook for World-Class Employee Engagement

Being a Great Manager Is Simpler Than You Think

Or, Why I Spent a Year Trying to Sing in the Morning, Clean My Closets, Fight Right, Read Aristotle, and Generally Have More Fun

Why is the culture of a stagnant workplace so difficult to improve? Learn to cultivate a

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workplace where trust, joy, and commitment compounds naturally by harnessing the power of neurochemistry! For decades, business leaders have been equipping themselves with every book, philosophy, reward, and program, yet companies everywhere continue to struggle with toxic cultures, and the unhappiness and low productivity that go with them. In Trust Factor, neuroscientist Paul Zak shows that innate brain functions hold the answers we've been looking for. Put simply, the key to providing an engaging, encouraging, positive culture that keeps your employees energized is trust. When

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someone shows you trust, a feel-good jolt of oxytocin surges through your brain and triggers you to reciprocate. Within this book, Zak explains topics such as: How brain chemicals affect behavior Why trust gets squashed How to stimulate trust within your employees And much more! This book also incorporates science-based insights for building high-trust organizations with successful examples from The Container Store, Zappos, and Herman Miller. Stop recycling the same ineffective strategies and programs for improving culture. By using the simple mechanisms in Trust Factor, you can create a

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perpetual trust-building cycle between your management and staff, thus ending stubborn workplace patterns.

Live the life you want, not the life you settle for. Helping people build healthy new habits that improve their lives is more important than ever. Arianna Huffington launched Thrive Global to do just that--Thrive's specific mission is to end the epidemic of stress and burnout and help individuals and companies unlock their greatest potential. Science continues to show that we don't have to sacrifice our well-being in order to succeed; in fact, it turns out that well-being is

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critical to peak performance. Learning to thrive means: Moving from awareness to action - from knowing what to do to actually doing it Embracing solutions that appeal to wisdom, wonder, intuition, reflection, and are steeped in science Taking the time to rest and recover in order to fuel and maximize productivity, both personal and professional Making the mindset shifts and habit changes that supercharge performance in ways that truly matter to us Eschewing trendy self-care fixes or the latest health fads, Your Time to Thrive is the revolutionary guide to living and working based

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on Microsteps--tiny, science-backed changes. By making them too-small-to fail, we can incorporate them into our daily lives right away, and begin building healthier ways of living and working. This book is a Microstep bible. With chapters dedicated to sleep, nutrition, movement, focus and prioritization, communication and relationships, unplugging and recharging, creativity and inspiration, and purpose/meaning, Your Time to Thrive shares practical, usable, research-supported mini-habits that will yield huge benefits and empower people to truly thrive in all parts of their lives.

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The coauthors of the New York Times-bestselling *Difficult Conversations* take on the toughest topic of all: how we see ourselves. Douglas Stone and Sheila Heen have spent the past fifteen years working with corporations, nonprofits, governments, and families to determine what helps us learn and what gets in our way. In *Thanks for the Feedback*, they explain why receiving feedback is so crucial yet so challenging, offering a simple framework and powerful tools to help us take on life's blizzard of offhand comments, annual evaluations, and unsolicited input with curiosity and grace. They

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blend the latest insights from neuroscience and psychology with practical, hard-headed advice. Thanks for the Feedback is destined to become a classic in the fields of leadership, organizational behavior, and education.

#1 New York Times Bestseller REVISED WITH NEW MATERIAL Winner of the 2014 Living Now Book Award for Inspirational Memoir "An enormously smart, clear-eyed, brave-hearted, and quite personal look at the benefits of meditation." —Elizabeth Gilbert Nightline anchor Dan Harris embarks on an unexpected, hilarious, and deeply skeptical odyssey through the

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strange worlds of spirituality and self-help, and discovers a way to get happier that is truly achievable. After having a nationally televised panic attack, Dan Harris knew he had to make some changes. A lifelong nonbeliever, he found himself on a bizarre adventure involving a disgraced pastor, a mysterious self-help guru, and a gaggle of brain scientists. Eventually, Harris realized that the source of his problems was the very thing he always thought was his greatest asset: the incessant, insatiable voice in his head, which had propelled him through the ranks of a hypercompetitive business, but had

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also led him to make the profoundly stupid decisions that provoked his on-air freak-out. Finally, Harris stumbled upon an effective way to rein in that voice, something he always assumed to be either impossible or useless: meditation, a tool that research suggests can do everything from lower your blood pressure to essentially rewire your brain. 10% Happier takes readers on a ride from the outer reaches of neuroscience to the inner sanctum of network news to the bizarre fringes of America's spiritual scene, and leaves them with a takeaway that could actually change their lives.

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The Science of Creating High-Performance Companies

How to Thrive in the Virtual Workplace

Get Smarter About the Choices that Will Make or Break Your Business

Accelerated Expertise

How to Enhance Your Job Search and Advance Your Career

How to Say Anything to Anyone

The Carrot Principle

How to Get What You Want by Saying What You mean

Whether you're considering reading Kim

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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 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

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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

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, delivered to produce better

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results and help employees develop their skills and boundaries of success. Great bosses have a strong relationship with their employees, and Kim Scott Malone 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

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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.

Are You Scaring Your People into Mediocrity? All leaders want to outperform, outsell, and outinnovate the competition. And most teams are fully capable of doing

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so. The problem: we consistently say and do things that spark unconscious fears and keep our people stuck in their Critter State. This primitive fight, flight, or freeze mode distills all decision making to one question: What will keep me safest? Lying low, sucking up, procrastinating, and doing a good enough job may keep employees breathing, but it doesn't make for vital organizations. Leaders have to get their people unstuck and fully engaged, replacing their old, limiting mental patterns with new patterns that foster optimal performance.

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New York Times bestselling author and applied neuroscience expert Christine Comaford knows what it takes to move people from the Critter State into the Smart State, where they have full access to their own creativity, innovation, higher consciousness, and emotional engagement. When an entire culture maintains that state, it becomes what she calls a SmartTribe. Focused. Accountable. Collaborative. Imbued with the energy and passion to solve problems and do what needs doing, again and again and again. Comaford brings

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to this book more than thirty years of company-building experience, combined with her expertise in behavioral modification and organizational development. She has helped hundreds of leaders navigate rapid growth, maximize performance, resolve internal conflicts, and execute turnarounds with the full support of their people. Now she shares potent yet easy-to-learn neuroscience techniques that will help you do the same. You'll learn how to move your team forward and reach your next revenue inflection point using the five

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key Accelerators of the Smart State—focus, clarity, accountability, influence, and sustainability. You'll get better at anticipating and moving through your own stuck spots and those of your people. Using her proven system, Comaford's clients have already created hundreds of millions of dollars in new value. They've seen their revenues and profits increase by up to 210% annually; individuals become up to 50% more productive and 100% more accountable; marketing demand generation grow by up to 237%; new products and

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services created up to 48% faster; and sales close up to 50% faster. They spot changes in their markets more quickly, then pounce on them to create the future they want.

Ultimately, SmartTribes will help you and your team achieve optimal performance and engagement—brilliance—and leave competitors in the dust.

Shows how to make the most of conversations by communicating clearly and forcefully, offering advice on how to overcome barriers to meaningful conversation, confront tough issues, and

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leverage new skills for frictionless debate.

The Cryptopians

A Bold Alternative to the Worst "Best"

Practices of Business Today

***Radical Candor: Fully Revised & Updated
Edition***

Get Sh*t Done, Fast and Fair

Build It

***End Burnout, Increase Well-being, and
Unlock Your Full Potential with the New
Science of Microsteps***

***Be a Kick-Ass Boss Without Losing Your
Humanity***

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When They Win, You Win

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

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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

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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.

Speed in acquiring the knowledge and skills to perform tasks is crucial. Yet, it still ordinarily takes many years to achieve high proficiency in countless jobs and professions, in government, business, industry, and throughout the private sector. There would be great advantages if regimens of training could be established that could accelerate the achievement of high levels of proficiency. This book discusses the construct of ' accelerated learning. ' It includes a review of the

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research literature on learning acquisition and retention, focus on establishing what works, and why. This includes several demonstrations of accelerated learning, with specific ideas, plans and roadmaps for doing so. The impetus for the book was a tasking from the Defense Science and Technology Advisory Group, which is the top level Science and Technology policy-making panel in the Department of Defense. However, the book uses both military and non-military exemplar case studies. It is likely that methods for acceleration will leverage technologies and capabilities including virtual training, cross-training, training across strategic and tactical levels, and training for resilience and

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adaptivity. This volume provides a wealth of information and guidance for those interested in the concept or phenomenon of "accelerating learning"— in education, training, psychology, academia in general, government, military, or industry.

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What if you could change your life--without changing your life? Gretchen had a good marriage, two healthy daughters, and work she loved--but one day, stuck on a city bus, she realized that time was flashing by, and she wasn ' t thinking enough about the things that really mattered. “ I should have a happiness project, ” she

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decided. She spent the next year test-driving the wisdom of the ages, current scientific studies, and lessons from popular culture about how to be happier. Each month, she pursued a different set of resolutions: go to sleep earlier, quit nagging, forget about results, or take time to be silly. Bit by bit, she began to appreciate and amplify the happiness that already existed in her life. Written with humour and insight, Gretchen ' s story will inspire you to start your own happiness project. Now in a beautiful, expanded edition, Gretchen offers a wealth of new material including happiness paradoxes and practical tips on many daily matters: being a more light-hearted parent,

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sticking to a fitness routine, getting your sweetheart to do chores without nagging, coping when you forget someone ' s name and more.

The Science and Art of Receiving Feedback Well

How Vulnerability Unlocks Creativity, Connection, and Performance

Fierce Conversations

Idealism, Greed, Lies, and the Making of the First Big Cryptocurrency Craze

Training for High Proficiency in a Complex World

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

Mastering the Seven Essential Skills of Innovation by

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Learning to Write Songs

"The Reason For The Rhymes" will rekindle your innate creativity to significantly enhance your ability to innovate. By mixing practical how-tos with song-based examples that everyone knows, GRAMMY-recognized #1 hit songwriter, Cliff Goldmacher, will teach you how to explore, shape and sell your ideas by teaching you how to write songs. Using the book's fun and accessible exercises, you will develop the essential skills of lateral thinking, creativity, communication, empathy, collaboration, risk-taking and the diffusion of ideas which will, quite simply, make you a

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better innovator.

What is it about the top tech product companies such as Amazon, Apple, Google, Netflix and Tesla that enables their record of consistent innovation? Most people think it's because these companies are somehow able to find and attract a level of talent that makes this innovation possible. But the real advantage these companies have is not so much who they hire, but rather how they enable their people to work together to solve hard problems and create extraordinary products. As legendary Silicon Valley coach--and coach to the founders of several of today's leading

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tech companies--Bill Campbell said, "Leadership is about recognizing that there's a greatness in everyone, and your job is to create an environment where that greatness can emerge." The goal of EMPOWERED is to provide you, as a leader of product management, product design, or engineering, with everything you'll need to create just such an environment. As partners at The Silicon Valley Product Group, Marty Cagan and Chris Jones have long worked to reveal the best practices of the most consistently innovative companies in the world. A natural companion to the bestseller INSPIRED,

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EMPOWERED tackles head-on the reason why most companies fail to truly leverage the potential of their people to innovate: product leadership. The book covers: what it means to be an empowered product team, and how this is different from the “feature teams” used by most companies to build technology products recruiting and coaching the members of product teams, first to competence, and then to reach their potential creating an inspiring product vision along with an insights-driven product strategy translating that strategy into action by empowering teams with specific

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objectives—problems to solve—rather than features to build redefining the relationship of the product teams to the rest of the company detailing the changes necessary to effectively and successfully transform your organization to truly empowered product teams EMPOWERED puts decades of lessons learned from the best leaders of the top technology companies in your hand as a guide. It shows you how to become the leader your team and company needs to not only survive but thrive. Take charge of your career by taking charge of your business relationships and communication skills. We all know how it

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feels when our colleagues talk about us but not to us. It's frustrating, and it creates tension. When effective communication is missing in the workplace, employees feel like they're working in the dark. Leaders don't have crucial conversations; managers are frustrated when outcomes are not what they expect; and employees often don't get positive feedback or constructive feedback. Many of us remain passive against poor communication habits and communication barriers, hoping that business communication will miraculously improve--but it won't. Business communication and relationships

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won't improve without skills and effort. The people you work with can work with you, around you, or against you. How people work with you depends on the business relationships you cultivate. Do your colleagues trust you? Can they speak openly to you when projects and tasks go awry? Do you have effective communication skills? Take charge of your career by eliminating communication barriers and taking charge of your business relationships. Make your work environment less tense and more productive by improving communication skills. Set relationship expectations, work with people

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how they like to work, and give positive feedback and constructive feedback. In *How to Say Anything to Anyone*, you'll learn how to:

- ask for what you want at work
- improve communication skills
- strengthen all types of working relationships
- reduce the gossip and drama in your office
- tell people when you're frustrated and have difficult conversations in a way that resonates
- take action on your ideas and feelings
- get honest positive feedback and constructive feedback on your performance

Harley shares the real-life stories of people who have struggled to get what they want at work. With

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her clear and specific business communication roadmap in hand, Harley enables you to improve communication skills and create the career and business relationships you really want--and keep them.