### **Leapgen Reviews**

### Soumyasanto Sen

*The Ultimate Guide to a Digital Workforce Experience* ~ *Leap for a Purpose* Jason Averbook, 2018-06-12

Making Work Human: How Human-Centered Companies are Changing the Future of Work and the World Eric Mosley, Derek Irvine, 2020-10-06 How do you keep your employees engaged, creative, innovative, and productive? Simple: Work human! From the pioneers of the management strategy that's transforming businesses worldwide, Making Work Human shows how to implement a culture of performance and gratitude in the workplace—and seize a competitive edge, increase profitability, and drive business momentum. Leaders of Workhuman, the world's fastest-growing social recognition and continuous performance management platform, Eric Mosley and Derek Irvine use game-changing data analytics to prove that when a workplace becomes more "human"—when it's fueled by a culture of gratitude—measurable business results follow. In Making Work Human, they show you how to: Apply analytics and artificial intelligence in ways that make work more human, not less Expand equity, diversity, and inclusion initiatives and strategies to include a wider range of backgrounds, life experiences, and capabilities Use recognition as an actionable strategy to create a truly inclusive, connected culture "The qualities that make us most human—connection, community, positivity, belonging, and a sense of meaning—have become the corporate fuel for getting things done—for innovating, for thriving in the global marketplace, and for outperforming the competition," the authors write. By building a sense of belonging, purpose, meaning, happiness, and energy in every employee, you'll create a profound connection between your organization and its goals. And Making Work Human provides everything you need to get there.

The Coding Manual for Qualitative Researchers Johnny Saldana,2009-02-19 The Coding Manual for Qualitative Researchers is unique in providing, in one volume, an in-depth guide to each of the multiple approaches available for coding qualitative data. In total, 29 different approaches to coding are covered, ranging in complexity from beginner to advanced level and covering the full range of types of qualitative data from interview transcripts to field notes. For each approach profiled, Johnny Saldaña discusses the method's origins in the professional literature, a description of the method, recommendations for practical applications, and a clearly illustrated example.

**Artificial Intelligence for HR** Ben Eubanks,2022-01-03 Artificial intelligence is changing the world of work. How can HR professionals understand the variety of opportunities AI has created for the HR function and how best to implement these

in their organization? This book provides the answers. From using natural language processing to ensure job adverts are free from bias and gendered language to implementing chatbots to enhance the employee experience, artificial intelligence can add value throughout the work of HR professionals. Artificial Intelligence for HR demonstrates how to leverage this potential and use AI to improve efficiency and develop a talented and productive workforce. Outlining the current technology landscape as well as the latest AI developments, this book ensures that HR professionals fully understand what AI is and what it means for HR in practice. Alongside coverage of employee engagement and recruitment, this second edition features new material on applications of AI for virtual work, reskilling and data integrity. Packed with practical advice, research and new and updated case studies from global organizations including Uber, IBM and Unilever, the second edition of Artificial Intelligence for HR will equip HR professionals with the knowledge they need to improve people operational efficiencies, and allow AI solutions to become enhancements for driving business success.

The Radical Leap Steve Farber, 2014-09-01 A new, tenth anniversary edition of the leadership classic that was hailed as one of the 100 Best Business Books of All Time. In his exciting and timeless business parable, The Radical Leap, Steve Farber explores an entirely new leadership model, one in which leaders aren't afraid to take risks, make mistakes in front of employees, or actively solicit employee feedback. His book dispenses with the typical, tired notions of what it means to be a leader. Farber's modern parable begins on a sunny California beach where he has a strange and unexpected encounter with a surfer named Edg. Despite his unassuming appearance, the enigmatic Edg seems to know an awful lot about leadership and this brief interaction propels Steve into an unforgettable journey. Along the way, he learns about Extreme Leadership--and what it means to take the Radical Leap: Cultivate Love Generate Energy Inspire Audacity Provide Proof Geared to people at any level who aspire to change things for the better, The Radical Leap is creating legions of Extreme Leaders in business, education, non-profits and beyond.

Life's Messy, Live Happy Cy Wakeman, 2022-03-29 A simple shift in thinking can change everything you believe about your own happiness. By the time we become adults, most of us have joined the religion of suffering, which preaches that unless circumstances are controlled, life will be a mess. We compare ourselves to others and speculate about an impossible-to-know future, holding out hope for an improved life through getting ahead, fulfilling passion, or finding true love. But the idea that happiness comes from putting effort toward altering one's circumstances is harmful and backward. What if we instead learned to understand that circumstances can rarely be controlled, and that life is, and always will be, messy? From that starting point, we could learn to use our minds to create happiness despite life's ever-changing circumstances and events. Life's Messy, Live Happy by Cy Wakeman is about dramatically changing the level of happiness you feel in your daily life, by learning to disconnect happiness from external forces, stop worrying about the future, and realize that most of your negative feelings are about things that never even happened. Wakeman is a credible, relatable teacher—a business owner,

mother, and community member who has lived her philosophy and achieved profound happiness and success in a crazy, messy life. Filled with concrete daily practices and true stories that are hilarious, painful, and poignant, this book will change everything: your perspective, your focus, and your energy level for everyday life.

Norwegian Wood Haruki Murakami,2010-08-11 From the bestselling author of Kafka on the Shore: A magnificent coming-of-age story steeped in nostalgia, "a masterly novel" (The New York Times Book Review) blending the music, the mood, and the ethos that were the sixties with a young man's hopeless and heroic first love. Now with a new introduction by the author. Toru, a serious young college student in Tokyo, is devoted to Naoko, a beautiful and introspective young woman, but their mutual passion is marked by the tragic death of their best friend years before. As Naoko retreats further into her own world, Toru finds himself drawn to a fiercely independent and sexually liberated young woman. Stunning and elegiac, Norwegian Wood first propelled Haruki Murakami into the forefront of the literary scene.

Greater Than Yourself Steve Farber, 2009-03-03 Too many people assume the timeless principles of true leadership—of helping others achieve their full potential—don't apply Monday through Friday during work hours or in any circumstance where a paycheck is involved. In GREATER THAN YOURSELF, Steve Farber proves them wrong: in this powerful and inspiring story, Farber shows that the goal of a genuine leader is to help others—teammates, employees, and colleagues—become more capable, confident, and accomplished than they are themselves. Through the actions of a forward-thinking and extraordinarily successful CEO, Farber reveals the three keys to achieving this: Expand Yourself, Give Yourself, and Replicate Yourself. This new edition includes a special afterword by UCSD's Dr Alan Daly and Neville Billimoria featuring the social science behind the concept of Greater Than Yourself. Filled with actionable principles and innovative ideas, GREATER THAN YOURSELF is perhaps the most powerful message today's business leaders can learn.

Love is Just Damn Good Business: Do What You Love in the Service of People Who Love What You Do Steve Farber, 2019-09-06 From the bestselling author of The Radical Leap and Greater Than Yourself comes the first book to directly address love as a hard-core business principle that generates measurable results It's time to toss aside the touchyfeely notions of love in business and acknowledge the real power that it holds. Love is not only appropriate in the context of business, it's the foundation of great leadership. To put it bluntly: love is just damn good business. That's the simple but profound truth that leadership consultant Steve Farber has discovered in his extensive work with Fortune 100 companies and other successful businesses. His game-changing approach to love as a practical business strategy will help you to: • Identify your passions—and share them with others • Create a culture of love at work—and spark innovation, productivity, and joy • Serve your customers, so they love how you treat them—and have them coming back for more • Invest time in making personal connections—that are mutually rewarding • Focus on serving the needs of others—they're going to love it • Do what you love—and make it your business, so others love it, too The proven principles you'll find in this book will help you lay the

groundwork for a thriving, competitive enterprise. When love is part of your organization's framework and operationalized in its culture, employees and customers feel genuinely valued. Employees who are passionate about the work that they do are more loyal, innovative, creative, and inspired, and that translates to great customer experience. They don't serve others out of obligation, but because of a genuine desire to improve people's lives. And when customers reciprocate by loving your products, your services, and your people, that's when something great happens. That's when you get loyalty. That's when you get raving fans. It's a refreshingly human way of doing business. In addition to Farber's field-tested strategies, you'll find inspiring case studies from a wide range of industries and leaders, revealing self-assessment quizzes, and practical pointers on how to build a corporate culture based on love, the ultimate competitive advantage. At the end of the day, it's just damn good business.

Digital HR Strategy Soumyasanto Sen,2020-02-03 We are living in an uncertain world that is rapidly changing with an overload of information and a continual rise of technologies. Automation, the gig economy, digital platforms and other innovations are changing the fundamental nature of work and are having a significant impact on the workforce, workplace and the HR function. Digital HR Strategy is crucial reading for all HR practitioners and leaders wanting to ensure that their organization adapts to this changing and increasingly competitive environment by creating a strategic approach for sustainable transformation which goes beyond conventional digital HR propositions. Featuring case studies from organizations including Airbnb and PepsiCo, it covers areas such as the importance of cultural change and creating a human-centric employee experience, leveraging value propositions, and harnessing data insights and analytics to improve performance. Digital HR Strategy also explores frameworks, strategies and opportunities for wellbeing initiatives, upskilling and reskilling workforces to respond to and establishing a culture of collaboration and innovation. Featuring tips, tools, and key questions to consider, it is an indispensable resource for all HR practitioners and leaders looking to build, develop and execute a digital HR strategy in order to achieve and sustain competitive advantage in this fast-changing digital age.

Excellence in People Analytics Jonathan Ferrar, David Green, 2021-07-03 Effectively and ethically leveraging people data to deliver real business value is what sets the best HR leaders and teams apart. Excellence in People Analytics provides business and human resources leaders with everything they need to know about creating value from people analytics. Written by two leading experts in the field, this practical guide outlines how to create sustainable business value with people analytics and develop a data-driven culture in HR. Most importantly, it allows HR professionals and business executives to translate their data into tangible actions to improve business performance. while navigating the rapidly evolving world of work. Full of practical tools and advice assembled around the Insight222 Nine Dimensions in People Analytics® model, this book demonstrates how to use people data to increase profits, improve staff retention and workplace productivity as well as develop individual employee experience. Featuring case studies from leading companies including Microsoft, HSBC,

Syngenta, Capital One, Novartis, Bosch, Uber, Santander Brasil and American Eagle Outfitters®, Excellence in People Analytics is essential reading for all HR professionals needing to unlock the potential in their people data and gain competitive advantage

**Leading Transformation** Nathan Furr, Kyle Nel, Thomas Zoega Ramsoy, 2018-10-16 New Tools to Overcome the Human Barriers to Change Leaders know that their job is to transform their organizations to keep pace with technology and an everchanging business environment. They also know that they are bound to fail in doing so. But this discouraging prospect is not because they won't be able to solve a technological or strategic problem. Leaders will fail because of intractable human responses associated with change--responses such as fear, ingrained habits, politics, incrementalism, and lack of imagination. These stumbling blocks always arise when we humans are faced with change, but what if we had a way to transcend them? This book reveals a radical new method for doing just that. Written by the executive who designed and implemented it, the neuroscientist who helped make it work, and the academic who explains why it works and how to do it, Leading Transformation introduces an innovative yet proven process for creating breakthrough change. Divided into three steps-envisioning the possible, breaking down resistance, and prototyping the future--this process uses cutting-edge tools such as science fiction, cartoons, rap music, artifact trails, and neuroprototypes to overcome people's inability to imagine or react to what doesn't yet exist, override powerful habits and routines that prevent them from changing, and create compelling narratives about the organization's future and how to get there. Showing how these tools have been used successfully by companies such as Lowe's, Walmart, Pepsi, IKEA, Google, Microsoft, and others, the process revealed in this book gives leaders the means to transcend the human barriers that block change and lead their organizations confidently into the future.

It's Not Just who You Know Tommy Spaulding,2010 Spaulding believes success-- in business and in life-- is all about relationships. He takes Dale Carnegie's classic philosophy to the next level, showing how by developing deeper relationships through giving to others and putting them first, we benefit as well.

Applied Psychology in Talent Management Wayne F. Cascio, Herman Aguinis, 2018-07-03 Now with SAGE Publishing! In Applied Psychology in Talent Management, world-renowned authors Wayne F. Cascio and Herman Aguinis provide the most comprehensive, future-oriented overview of psychological theories and how those theories impact people decisions in today's ever-changing workplace. Taking a rigorous, evidence-based approach, the new Eighth Edition includes more than 1,000 new citations from more than 20 top-tier journal articles. The authors emphasize the latest developments in the field—all in the context of historical perspectives. Integrated coverage of technology, strategy, globalization, and social responsibility throughout the text provides students with a holistic view of the field and equips them with the practical tools to create productive, enjoyable work environments.

Leading with Gratitude Adrian Gostick, Chester Elton, 2020-03-03 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.

Work without Jobs Ravin Jesuthasan, John W. Boudreau, 2022-03-29 In this Wall Street Journal bestseller, why the future of work requires the deconstruction of jobs and the reconstruction of work. Work is traditionally understood as a "job," and workers as "jobholders." Jobs are structured by titles, hierarchies, and qualifications. In Work without Jobs, the Wall Street Journal bestseller, Ravin Jesuthasan and John Boudreau propose a radically new way of looking at work. They describe a new "work operating system" that deconstructs jobs into their component parts and reconstructs these components into more optimal combinations that reflect the skills and abilities of individual workers. In a new normal of rapidly accelerating automation, demands for organizational agility, efforts to increase diversity, and the emergence of alternative work arrangements, the old system based on jobs and jobholders is cumbersome and ungainly. Jesuthasan and Boudreau's new system lays out a roadmap for the future of work. Work without Jobs presents real-world cases that show how leading organizations are embracing work deconstruction and reinvention. For example, when a robot, chatbot, or artificial intelligence takes over parts of a job while a human worker continues to do other parts, what is the "job"? DHL found some answers when it deployed social robotics at its distribution centers. Meanwhile, the biotechnology company Genentech deconstructed jobs to increase flexibility, worker engagement, and retention. Other organizations achieved agility with

internal talent marketplaces, worker exchanges, freelancers, crowdsourcing, and partnerships. It's time for organizations to reboot their work operating system, and Work without Jobs offers an essential guide for doing so.

Next Generation Performance Management Alan L. Colquitt, 2017-08-01 There is no HR-related topic more popular in the business press than performance management (PM). There has been an explosion in writing on this topic in the past 5 years, condemning it as a failure and calling for fundamental change. The vast majority of organizations use the same basic process which I call "Last Generation Performance Management" or PM 1.0 for short. Despite widespread agreement that PM 1.0 is failing, few companies have abandoned it or made fundamental changes to it. While everyone agrees it is broken, few agree on how to fix it. Companies continue to tinker with their systems, making incremental changes every few years with no lasting improvement in effectiveness. Employees continue to achieve amazing things in organizations every day, despite this process not because of it. Nothing has worked because organizations, business leaders and HR professionals focus on PM practices instead of the fundamental purpose of PM and the paradigms, assumptions, and beliefs that underlie the practices. Companies ask their performance management process to do too many things and it fails at all of them as a result. At the foundation of PM 1.0 practices is the ideology of a meritocracy and paradigms rooted in standard economic and psychological theories. While these theories were adequate explanations for motivation and behavior in the 19th and 20th centuries, they fail to account for the increasingly complex nature of organizations and their environments today. Despite the ineffectiveness of PM 1.0, there are powerful forces holding it in place. Information on rigorous, evidence-based recommendations is crowded out by benchmarking information, case studies of high-profile companies, and other propaganda coming from HR think tanks and consultants. Business leaders and HR professionals learn about common practices not effective practices. This book confronts the traditional dogma, paradigms, and practices of PM 1.0 and holds them up to the bright light of scientific scrutiny. It encourages HR professionals and business leaders to abandon PM 1.0 and it offers up a more appropriate purpose for PM, alternative paradigms to guide them and practical solutions that are better supported by scientific research, referred to as "Next Generation Performance Management" or PM 2.0 for short.

**Beyond HR** John W. Boudreau, Peter M. Ramstad, 2007 In Beyond HR: The New Science of Human capital, John Boudreau and Peter Ramstad show you how to do this through a new decisions science-talentship. Through talentship, you move far beyond merely reactive mind-set of planning and budgeting for headcount and hiring and retaining talent.

The Power of Thanks: How Social Recognition Empowers Employees and Creates a Best Place to Work Eric Mosley, Derek Irvine, 2014-12-12 The most powerful word in your leadership vocabulary is . . . THANKS! Building a fully engaged, energized workforce is the key to business success. The Power of Thanks reveals how leading companies like Intuit, JetBlue Airways, IHG, Symantec, ConAgra Foods, and The Hershey Company empower employees through social recognition, in which the practice of mutual appreciation and trust directs and rewards higher performance. Eric Mosley and Derek

Irvine, executives at the world-renowned employee recognition firm Globoforce, explain why social recognition is so powerful and how you can apply it in your company. Case by case, they show how a carefullyplanned and consistently executed Culture of Recognition business strategy inspires: Greater employee engagement and loyalty Stronger, more unified teams and departments A creative, innovative company culture Improved customer satisfaction Increased profitability and organizational health Mosley and Irvine provide practical advice and proven examples for devising a powerful, growth-generating strategy that modernizes employee recognition for today's social, global, multi-generational and 24x7 wired workforce. When employees participate in a culture that makes everyone a stakeholder in the organization's success, positive energy spreads like wildfire, and business results follow. Something so simple and powerful might work like magic, but it's really just common sense. It's smart management. It's long-term thinking. It's The Power of Thanks.

How to Think Like Leonardo da Vinci Michael J. Gelb, 2009-10-21 This inspiring and inventive guide teaches readers how to develop their full potential by following the example of the greatest genius of all time, Leonardo da Vinci. Acclaimed author Michael J. Gelb, who has helped thousands of people expand their minds to accomplish more than they ever thought possible, shows you how. Drawing on Da Vinci's notebooks, inventions, and legendary works of art, Gelb introduces Seven Da Vincian Principles—the essential elements of genius—from curiosità, the insatiably curious approach to life to connessione, the appreciation for the interconnectedness of all things. With Da Vinci as your inspiration, you will discover an exhilarating new way of thinking. And step-by-step, through exercises and provocative lessons, you will harness the power—and awesome wonder—of your own genius, mastering such life-changing abilities as: •Problem solving •Creative thinking •Self-expression •Enjoying the world around you •Goal setting and life balance •Harmonizing body and mind Drawing on Da Vinci's notebooks, inventions, and legendary works of art, acclaimed author Michael J. Gelb, introduces seven Da Vincian principles, the essential elements of genius, from curiosita, the insatiably curious approach to life, to connessione, the appreciation for the interconnectedness of all things. With Da Vinci as their inspiration, readers will discover an exhilarating new way of thinking. Step-by-step, through exercises and provocative lessons, anyone can harness the power and awesome wonder of their own genius, mastering such life-changing skills as problem solving, creative thinking, self-expression, goal setting and life balance, and harmonizing body and mind.

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