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# **Leapgen Reviews**

**Wayne F. Cascio, Herman Aguinis**



## Leapgen Reviews

*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

**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

**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

**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

**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

**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

**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

**Leading Transformation** Nathan Furr, Kyle Nel, Thomas Zoega Ramsay, 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 ever changing 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

**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 Robert Gostick, Chester Elton, 2020 In Leading with Gratitude New York Times bestselling authors the apostles of appreciation Chester Elton and Adrian Gostick introduce readers to easy ways to add more gratitude to their work environment

Redefining HR Lars Schmidt, 2021-01-03 In these times of change and disruption HR must adapt fast But how can HR professionals critically assess their current processes and activities to identify what areas they need to think differently about in order to drive business results This book provides the answers to enable all aspects of the people function to perform to their full potential Redefining HR is a refreshing take on the evolution of the field of Human Resources and People Operations It s an in depth guide to the fundamental components of modern HR and provides a tangible framework of progressive ideas and practices for HR practitioners people leaders and business executives This is not a theoretical examination of HR This is a book for practitioners with insights from people professionals at the leading edge of HR s transformation from companies including Hubspot Reddit Stripe Mastercard Eventbrite VaynerMedia Asana Written by a leading innovator in the HR industry this book illuminates new perspectives and approaches for rethinking recruitment talent management performance and reward to save time reduce costs and achieve greater business success It covers key HR practices including diversity and inclusion people analytics learning and development L D and employee experience and is supported by global case studies from organizations including Siemens Upwork CVS Schneider Electric Delivery Hero and more Redefining HR is an essential resource for all HR professionals business leaders wanting to create an exceptional people management function

*Work without Jobs* Ravin Jesuthasan, John W. Boudreau, 2023-11-07 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

**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 carefully planned 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

**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

Victory Through Organization: Why the War for Talent is Failing Your Company and What You Can Do about It Dave Ulrich, David Kryscynski, Wayne Brockbank, Mike Ulrich, 2017-04-07 1 Wall Street Journal and USA Today bestselling author Dave Ulrich offers HR professionals a new line of defense in the corporate war for talent. Destined to be a classic in the field, this game-changing book from HR visionary Dave Ulrich tackles one of the greatest challenges in Human Resources today: the talent wars. As companies grow increasingly and aggressively competitive in hiring and nurturing individual employees, this book offers a refreshing, revolutionary alternative. By creating dynamic systems that leverage talent throughout the organization, you can create a unified whole that is greater than the sum of its parts. In the long run, that's what gives your company the competitive edge it needs. Based on the research findings of the latest round of Ulrich's legendary HR Competency Survey, this groundbreaking book is sure to spark debate, shatter myths, and inspire real change throughout the HR community. Filled with fact-based insights and field-tested strategies, it proves that your organization's success lies not in the talent you have but what you do with the talent once you have it. This book shows you how to build capabilities, strengthen systems, and empower human capital for longer-lasting success.

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 curiosity to the insatiably curious approach to life; to connection; 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 curiosity to the insatiably curious approach to life; to connection; 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.



*Culture Renovation: 18 Leadership Actions to Build an Unshakeable Company* Kevin Oakes, 2021-01-12 Seize and expand the competitive edge with a smart well managed culture renovation Most business leaders understand the power of a dynamic positive culture but almost every effort to change culture fails Why The approach is often all wrong Rather than attempt to transform a new culture from the ground up leaders need to instead spearhead a culture renovation It s all about keeping what works changing what needs to be changed and ensuring proper care and maintenance much like refurbishing and living in a beautiful historic home and improving its overall value In Culture Renovation the head of the world s leading HR research firm the Institute for Corporate Productivity i4cp Kevin Oakes provides tangible tactical insights drawn from a robust data set and informed by CEOs and HR leaders at many of the world s top companies You ll find everything you need to rebuild your corporate culture with care and expertise including Three phases and detailed action steps for architecting the change you want to see Practical insights and examples from T Mobile Microsoft 3M and other top companies The traits of a healthy corporate culture Proven talent practices to maintain your new culture for long term success Oakes identifies 18 proven leadership actions for turning any culture into an agile resilient and innovative high performance organization You ll learn how to best understand the culture in place today and set a new cultural path for decades to come develop a co creation mindset identify influencers and blockers ferret out skeptics and non believers measure monitor and report progress and implement next practices in talent strategies to sustain the renovation Culture Renovation delivers everything you need to plan build and maintain a corporate culture that drives profits growth and business sustainability now and well into the future

BE 2.0 (Beyond Entrepreneurship 2.0) Jim Collins, William Lazier, 2020-12-01 From Jim Collins the most influential business thinker of our era comes an ambitious upgrade of his classic Beyond Entrepreneurship that includes all new findings and world changing insights What s the roadmap to create a company that not only survives its infancy but thrives changing the world for decades to come Nine years before the publication of his epochal bestseller Good to Great Jim Collins and his mentor Bill Lazier answered this question in their bestselling book Beyond Entrepreneurship Beyond Entrepreneurship left a definitive mark on the business community influencing the young pioneers who were at that time creating the technology revolution that was birthing in Silicon Valley Decades later successive generations of entrepreneurs still turn to the strategies outlined in Beyond Entrepreneurship to answer the most pressing business questions BE 2.0 is a new and improved version of the book that Jim Collins and Bill Lazier wrote years ago In BE 2.0 Jim Collins honors his mentor Bill Lazier who passed away in 2005 and reexamines the original text of Beyond Entrepreneurship with his 2020 perspective The book includes the original text of Beyond Entrepreneurship as well as four new chapters and fifteen new essays BE 2.0 pulls together the key concepts across Collins thirty years of research into one integrated framework called The Map The result is a singular reading experience which presents a unified vision of company creation that will fascinate not only Jim s millions of dedicated readers worldwide but also introduce a new generation to his remarkable work

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