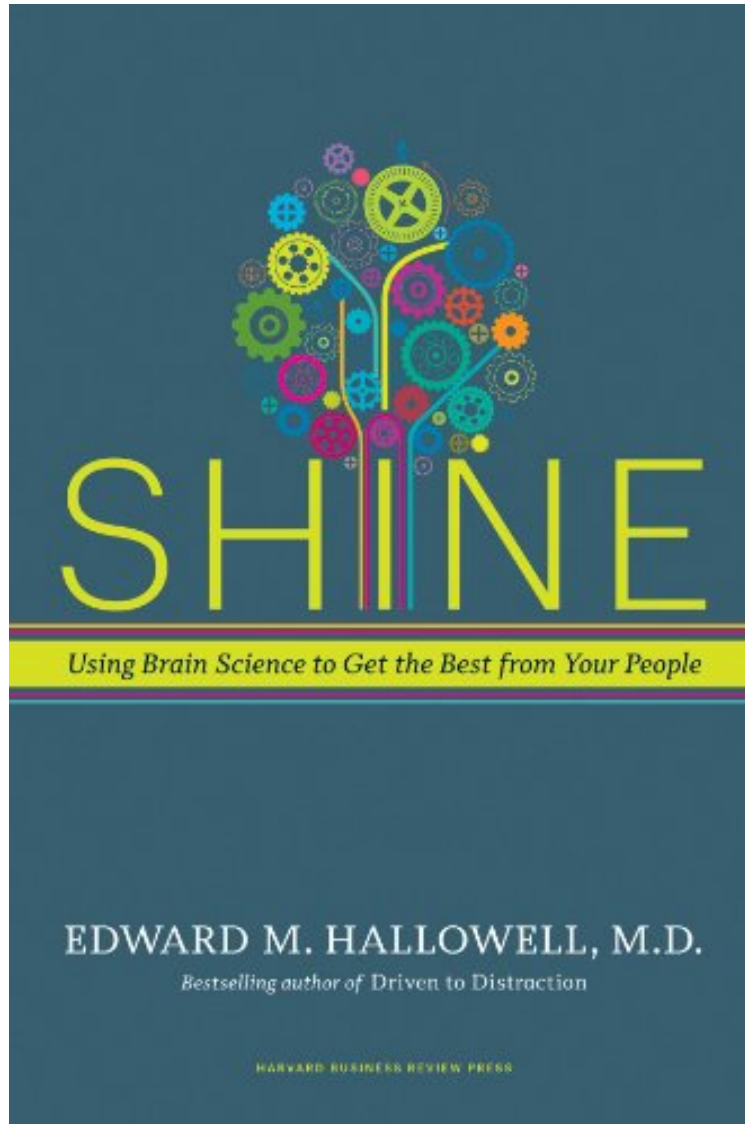


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Shine: Using Brain Science to Get the Best from Your People

Ned Hallowell

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Ned Hallowell : Shine: Using Brain Science to Get the Best from Your People before purchasing it in order to gauge whether or not it would be worth my time, and all praised Shine: Using Brain Science to Get the Best from Your People:

2 of 2 people found the following review helpful. If you like the style of motivational speakers, you'll like this book By Carl Kirstein "in ethical and religious language we seem constantly to be using similes. But a simile must be the simile for something. And if I can describe a fact by means of a simile I must also be able to drop the simile and to describe the facts without it. Now in our case, as soon as we try to drop the simile and simply to state the facts which stand

behind it, we find that there are no such facts. And so, what at first appeared to be simile now seems to be mere nonsense." [Wittgenstein]Hallowell likes using similes and buzzwords far too much, obscuring the substance of the content and leaving it apparently superficial. There are gold nuggets in his book, and he refers to literary authorities to assist his subjects, but the book reads more like a motivational speaker's presentation... or worse: like a snake-oil salesman's pitch. This is a pity, because an engineer like myself need to know how to get the most out of my subordinates and colleagues and there seems merit to most of what he writes about. The style of the book is the biggest problem I have though, but if you can ignore the floral embellishments and buzzwords, then you could really get some value out of it. The final two chapters especially were worthwhile for me. 0 of 0 people found the following review helpful. Ph.D. owes Shoeshine GuyBy BridgetI enjoyed this book, which was a text book for a management course. I loved that it illustrates that the lofty Ivory Tower people have much to learn from the down to earth regular people who just keep their eyes and minds open. Knowledge is not only found in universities. (I needed a bit of snakiness that semester!)This was a book I reviewed for a marketing course as an example of good packaging of an idea which could be repackaged to directly address a range of readers. This book focused on management applications, but could be tweaked for educators, coaches, or anyone dealing with individuals and a group dynamic. It's like a basic cookie recipe which could be adapted to chocolate chips, sprinkles, decorator frosting, peanut butter, etc. ;-)A welcome light read in a densely text-booked semester. ;-) Enjoy!!!0 of 0 people found the following review helpful. A Masterpiece for Managing People!By Tarek HassanIt's not my first reading for Dr. Hallowell. His writing style is amusing and he makes a wonderful job in creating the context for his advices through real-life anecdotes. Moreover, he excels in transforming recent scientific discoveries in psychiatry into applicable actions for managers to get the most out of their teams, which is the main goal of the book. The process presented by Dr. Hallowell, called the Cycle of Excellence, does not address a single key idea as the basis for peak performance. It is a combination of many ideas while drawing upon the latest research from diverse disciplines. It is a process that he have created and honed over the past 25 years as a doctor, practicing psychiatrist, author, consultant, and instructor at the Harvard Medical School. Hallowell's cycle consists of five steps (Select, Connect, Play, Grapple Grow, and Shine), with each chapter explaining one of them and concluding with few pages listing valuable, concrete suggestions on how to implement the explained concept. What's unique in this book and in the Cycle of Excellence is the bringing together of the five steps, each one of which is not new in itself, but taken together create a new and powerful approach to bring out the best in people. I highly recommend this book for managers and CEOs who want their companies to thrive even in difficult times!

A manager's job is getting harder to do. But the central question for all managers - the one that separates great managers from the rest- is how to get the most from your people. What do you do when your most talented people fall short of their potential, or worse, fall off their game for awhile? How do you inspire a solid contributor to even more stellar performance? How do you find that spark? And turn it into a burning flame? According to best-selling author and psychiatrist, Ned Hallowell, it's all in the brain. Creating that spark and inspiring someone to perform at their highest levels isn't rocket science; but it is brain science, and it has yet to be codified into a simple and reliable process that all managers can use. Drawing from his expertise helping people reach their full potential and synthesizing the latest research on happiness, brain science, and performance, Hallowell does exactly that -- he offers a five step process that leads to peak performance. Based on the latest findings in the fast-moving field of high performance research and rooted in the work of Martin Seligman, Dan Gilbert, Marcus Buckingham, Mihaly Csikszentmihalyi, John Ratey, and many other experts in psychology and neuroscience, this book gives managers a simple and coherent framework for getting the best out of people: (1) Selection - how to put people in the right job, and give them the responsibilities that literally make their brains "light up;" (2) Connection - how to overcome the powerful forces that disconnect us interpersonally in today's workplace, and how to restore the positive connections that fuel superior performance; (3) Play - why play is essential to peak performance, and how managers can get it right; (4) Progress - when the pressure is on, how to challenge the right person at the right time; (5) Recognition - why reward systems always decrease peak performance, and how managers can finally get this right. The value of the five steps is that each step builds on another. For instance, there's no point in challenging an employee to go beyond their personal best if you haven't bothered to ensure first that you've got them in the right job. And there's no way to successfully get someone to think more creatively if you haven't first established the personal connection with her so that she knows her wild ideas will be taken seriously. And there's no point in demanding more, if you haven't first given employees a chance to engage their imagination and play around with the things that "light up their brains." Especially in times of mental overload and stress, when invoking people to suck it up or work even harder isn't an effective management tool, managers need a new game plan, like the one in this book, for helping their people perform at their best.

"This is a great book with some great ideas on how to manage groups that aren't just Dilbert clones." - Portland Book