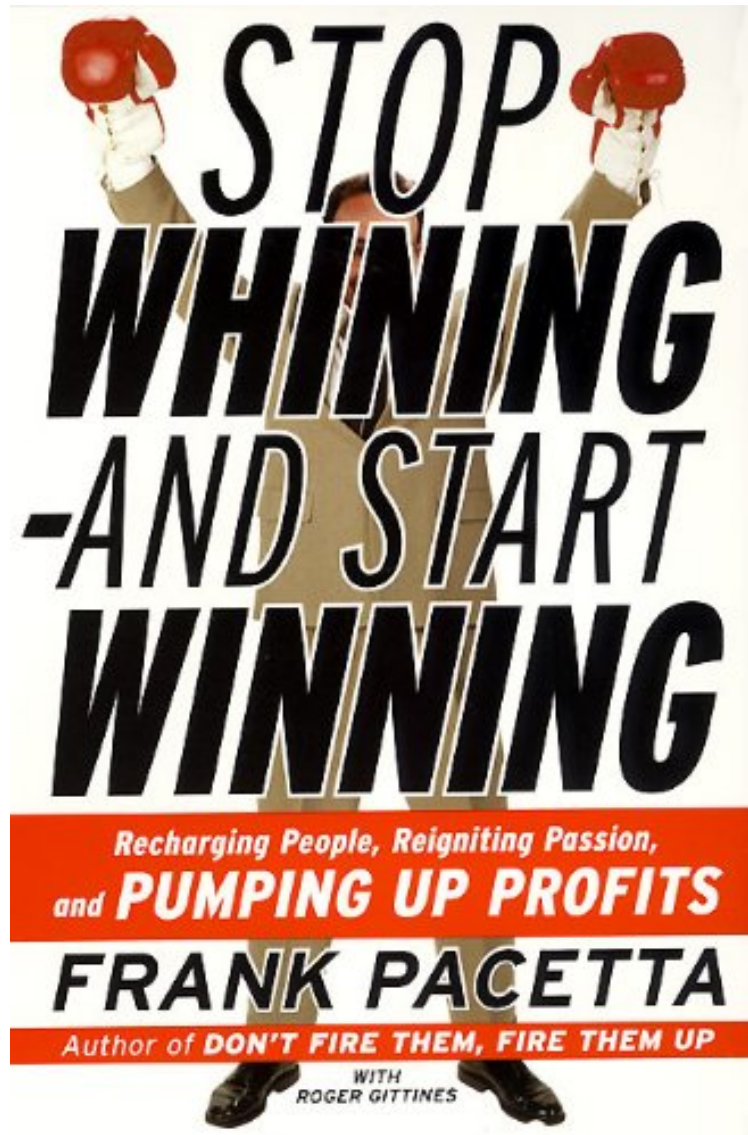


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Stop Whining--and Start Winning: Recharging People, Re-Igniting Passion, and PUMPING UP Profits

Frank Pacetta, Roger Gittines

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Frank Pacetta, Roger Gittines : Stop Whining--and Start Winning: Recharging People, Re-Igniting Passion, and PUMPING UP Profits before purchasing it in order to gage whether or not it would be worth my time, and all praised Stop Whining--and Start Winning: Recharging People, Re-Igniting Passion, and PUMPING UP Profits:

0 of 0 people found the following review helpful. Four StarsBy CustomerAn excellent book that gets one into action rather than time wasting whining1 of 1 people found the following review helpful. You Can have an Extraordinary

TeamBy Kristin J. ArnoldFrank is committed to making the workplace a great place to work, versus being "ho-hum." Are you just going through the motions in a ho-hum world? Or, are you and your team mates making it a great place to work? Do you say "What a great place to work!" Do you hear it said around you? Find out why not. It's the first major step to eradicating ho-hum.Frank suggests that great teams:Are Sincerely Passionate about People. Genuinely care about your team mates - their health and well-being. Forge a bond with them by discovering who they really are. Get past the superficial "howzitgoing?"Keep Promises. Do what you say you are going to do. And if you find out you can't, tell each other as soon as humanly possible. Making promises and keeping them is a demonstration of your sincerity. It builds trust. Breaking promises is a trust-buster.Don't Lie. Even little white lies. No half truths, sugar-coat bad news, or even worse, don't say anything at all.Stick to the Basics. Don't complicate things. Identify your fundamental business purpose - what you do that pays the rent- and then do it faster, better and more productively.Cut Down Barriers. Trivial matters create an amazing amount of friction and drag. Remove those obstacles that get in the way of doing your basic business.Live the Vision. Don't just read it. Act on it. The analogy of test driving a new car fits perfectly. Most of us are on our best behavior until we're out of sight of the dealer's lot and then we gun it. Let's see what this baby can do!Keep Score. How do you know if you're winning or losing if you don't keep score? When you accomplish a goal, make sure everyone knows it. And when you lose one, don't keep it a secret.Recognize Others. People love to be loved, honored and respected. Don't be stingy. By asking for teamwork and then neglecting to recognize those who comply, we signal that teamwork really isn't all that important.Have Fun. There comes a time when the hardest working people need to kick back, laugh, and have a good time. Celebrate success, turn on the tunes, crank up the volume, let it loose. You can play while you work...really!Have Pride. There's no passion or high performance without pride. What makes you proud to work here and be part of the team? What did you do today to merit that pride?Communicate Incessantly. Tell people both the good and the bad. Tell them exactly what's going on, why it's happening and what they (and you) need to succeed. Don't be afraid to ask for help. Ask questions and demand answers. And don't hide behind technology; it's perfect for avoiding conflict (which only postpones the conflict and makes it worse).Pull Your Fair Share. All members of a team must be fairly tasked, given the assignment and business situation. Resentment and deep frustration are guaranteed if one team member clocks up a disproportionate share of the team's business while the others are allowed to coast.Don't settle for ho-hum. Rev up that engine and make it an extraordinary team and a great place to work!3 of 3 people found the following review helpful. Great Book! But has anyone noticed...?By Jeff KeadyPacetta's book is a real winner! Of course there is nothing new in the area of sales, motivation, or inspiration. What is new is the way it is all arranged. And Pacetta arranges his material with wit, honesty, humor, and a blatant attack on the basics. Back to basics is what every professional needs. We get so caught up with our careers and lives, that we stray from the basics; the basics of business, customer relations, employee development, etc. I read this book from cover to cover and loved every page. BUT, did anyone else notice all the typo's? I have never read a book with so many typo's and grammatical errors. It got to the point where it was humorous. Several in each chapter... but it was still a great book and worth every penny. It is especially a must read for those in top level management!

Filled with the kind of contagious energy and upbeat attitude that has made Frank Pacetta one of America's most popular motivational speakers, this unique book is for anyone who wants a difference in the workplace. Whatever the occupation, organization, or industry, here are tried and tested solutions, techniques, rules and tactics that get the job done right. Whether you're a manager fed up with your worker's ho-hum attitude or an individual who can't seem to live up to your potential no matter how hard you try, this book will give you ideas that can put into immediate action -- a no-fail formula for ending the whining and instilling in yourself and your employees a winning spirit.

.com Nobody likes a whiner, Frank Pacetta least of all. And, as he sees it, there's been far too much whining going on in corporate America over the past decade, and far too little drive, passion, and inspiration to get the job done and get it done well. Stop Whining--and Start Winning is Pacetta's honest and hard-hitting manifesto for how to make this happen. Pacetta and his coauthor Roger Gittines fire back at America's complacent workforce by equipping leaders with a book packed full of "now-tos"--the Pacetta version of how-tos, only more necessary and more urgent. With chapter titles such as "Do Get Excited--Reaping the Rewards of Emotion" and "Make Big Dreams Happen--What a Great Place to Work," Pacetta drives home his overarching theory of leadership: Being a good leader means getting emotionally involved with your workforce and thereby motivating people to contribute their absolute best. There's no room for "leading from a distance" with Pacetta, who claims that successful leaders can and should directly influence such areas as communications, recruiting, and training. In an animated and conversational tone, the sales guru of Xerox fame shares advice and anecdotes from both his professional and personal lives, with tips from his action-packed days at Xerox, family moments in a vibrant Italian American home, and a personal visit from Ross Perot all entering the fray at one point or another. Stop Whining--and Start Winning is not a theory-based tome but a plug for passion and a call for leaders to get off their butts and fire up their workforces. --S. GlassFrom BooklistJust as senior e-strategists advise client companies that electronic commerce is "all about the customer, stupid," consultant

Pacetta warns that "it's all about the employee." Here, then, is his formula for turning around profits, starting and ending with the employee. Don't expect a very structured discussion or highfalutin theories or philosophies. Instead, story telling abounds--revolving around communications, reward-recognition systems, trust, recruitment, and teamwork. Principles are sound, including creating a hard-core vision, finding out why employees leave, and securing buy-in from frontline managers. The prose reads well; for instance, Pacetta regales us with notes about Ross Perot's visit to his home. Not to be considered a main source but good for supplemental anecdotes. Barbara Jacobs "Frank Pacetta is the master of motivation. This irreverent book cuts through the normal business bull to what really counts. Loads of practical, implementable ideas. And fun to read!" -- Robert Kriegel Ph.D., author of *If It Ain't Broke...Break It* and *Sacred Cows Make The Best Burgers*"This book is chock-full of "Now-Tos" for getting past the obstacles and getting on with what really matters" -- -- Paul Stoltz, author of *Adversity Quotient*"Stop Whining--and Start Winning is a true champion among business books. Frank Pacetta successfully shows you how to move beyond mediocre management and into legendary leadership. -- Ken Blanchard, co-author of *The One Minute Manager*, *Raving Fans* and *Gung Ho!*Pacetta has done it again! **STOP WHINING -- AND START WINNING** is full of stimulating ideas, Ah Ha! moments, and practical hands on advice."A wonderful read with great take home value." -- Sheldon Bowles, co-author of *Raving Fans*