



The Workforce Engagement Equation: A Practitioner's Guide to Creating and Sustaining High Performance

Jamison J. Manion

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The Workforce Engagement Equation is for the hands-on leaders engaged in the frontline of affecting change?those who bear the scars of past failed initiatives yet continue to persevere. Describing the science behind the "Art of Managing" process improvement, it will help you bridge the gap between strategy and tactics and allow you to take concrete action to control ongoing operations sustainably.

This step-by-step guide lays out the principles, tools, and techniques that have proven effective in leading and managing the "people side" of process improvement. The book demystifies the complexity of organizational change with easy-to-understand explanations, intuitive graphics, and real-world examples. Filled with helpful practical knowledge, such as the *Seven Cardinal Sins of Change Leadership*, it will help you assess exactly where your organization is along the change continuum and what actions will help propel your organization to higher levels of organizational effectiveness.

- Presents methods that can be applied in any organization and situation
- Supplies guidance on how to build systems and implement performance metrics
- Offers solutions to real-world problems
- Integrates powerful concepts from multiple disciplines

Aiding your ability to select and apply effective management and leadership techniques that will work best in your situation, **The Workforce Engagement Equation** provides you with the tools to make a difference in the performance of your organization and the engagement of your workforce. To help you construct your own organizational vessel and navigate the murky waters of organizational change, the text includes a CD with each assessment, form, template, and example project plan contained in the book.

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