Record Nr. UNINA9910450905003321
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Titolo The CEO - chief engagement officer: turning hierarchy upside down to

drive performance / / John Smythe

Pubbl/distr/stampa London:,: Routledge,, 2016

ISBN 1-315-24082-3

1-281-20795-0 9786611207953 0-7546-8180-7

Descrizione fisica 1 online resource (227 p.)

Disciplina 658.4/5

Soggetti Communication in management

Electronic books.

Lingua di pubblicazione Inglese

Formato Materiale a stampa

Livello bibliografico Monografia

Note generali "A Gower Book"--Cover.

First published 2007 by Gower Pub.

Nota di bibliografia Includes bibliographical references (p. 205-207) and index.

Nota di contenuto Cover; Contents; List of Figures; List of Tables; Acknowledgements;

Part I: The End of Employee Coercion; The Beginning of Employee Engagement; Chapter 1 The CEO; The Chief Engagement Officer: Leaders are Learning to Engage Their People to Drive Sustainable Performance and Change; Chapter 2 What Engaging People Means; Chapter 3 Four Approaches to Engaging Your People; Chapter 4 The Irrationality of Leaders in Engaging their People in Strategy and Change; Chapter 5 Why Employee Engagement Matters - the Missing Half of

**Decision Making** 

Chapter 6 Measuring Employee Satisfaction is a Waste of Time Part II: Designing and Implementing Effective Employee Engagement; Chapter 7 Understanding Previous Habits of Engagement to Accelerate Change; Chapter 8 Preparing to Design an Effective Employee Engagement Intervention; Chapter 9 Brief Guide to the Methods and Approaches in Employee Engagement Interventions; Chapter 10 Engagement to Drive Implementation of Strategy; Part III: Engagement as Part of the Culture: Implications of Effective Engagement for Leaders, Employees and

Internal Advisers

## Sommario/riassunto

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The Chief Engagement Officer explores a management philosophy which recognises the value of opening up decision making to the right groups to improve the quality of decisions and change, accelerate execution and broaden ownership; in other words, engage employees. John Smythe asks what the concept of engagement means for employer and employee; tests whether and how it is different from internal communication and provides a practical framework for those who want to engage colleagues but need advice based on applied experience.