1. Record Nr.   UNINA9910568270703321

   Autore   Prentice Steven

   Titolo   The future of workplace fear : how human reflex stands in the way of
                       digital transformation / / Steve Prentice

   Pubbl/distr/stampa Berkeley, California : , : Apress L. P., , [2022]
                       ©2022

   ISBN   1-4842-8101-2

   Descrizione fisica 1 online resource (264 pages)

   Disciplina   658.4038

   Soggetti   Information technology - Management
                       Organizational change

   Lingua di pubblicazione   Inglese

   Formato   Materiale a stampa

   Livello bibliografico   Monografia

   Note generali   Includes index.

   Nota di contenuto   Chapter 1. The Fear Lies Deep Chapter 2. Digital Transformation is
                       Here Chapter 3. Fear as a Life Force Chapter 4. The Fear of Change
                       Chapter 5. The Fear of the Unknown Chapter 6. The Fear of Losing Your
                       Job Chapter 7. The Fear of Looking Stupid Chapter 8. The Fear of Being
                       Losing Control Chapter 9. The Fear of the Known Chapter 10. The Fear
                       of Communicating Chapter 11. The Fear of Losing the Business Chapter
                       12. The Fear of Missing Out Chapter 13. The Fear of Keeping Your Job
                       Chapter 14. Turning Things Around Chapter 15. Is This the Day I Get
                       Fired? Chapter 16. The Digital Transformation of People Postscript: Two
                       Apologies

   Sommario/riassunto People who discuss digital transformation often focus on new
                       technology with a presumption that the working population will
                       embrace it enthusiastically. But human beings are still instinctively
                       dominated by fear, a single complicating reflex which will always be the
                       default response. Workplace fear comes in many forms, including the
                       fear of change, the fear of looking stupid, and the fear of working
                       relationships, and in all cases these fears have deep roots that extend
                       far below having to learn a new technology. It's about the fear of losing
                       a job, a livelihood, and an identity. The results of such fear can have
                       enormous repercussions on an organization, including increased
                       vulnerability to ransomware and cyberattack, increased employee
                       turnover, loss of competitiveness, loss of market share, resistance,

sabotage, discrimination, and litigation. Steve Prentice is an expert in the relationship between people, technology, and change. This book will demonstrate to managers and employees alike the various types of fear that can occur in the workplace in the context of digital transformation, how these fears can impact productivity, team dynamics, and corporate health, and most importantly, how to overcome them. Using case studies of digital transformation successes and failures, Steve describes: How fear grows in the body and mind How fear radiates and spreads through groups and teams How fear interacts with technology, change, and digital transformation How ignoring or suppressing fear leads to tangible risks to an organization's future How to address and manage fear individually and as a group How the demands of modern employees have changed How managers can prepare themselves for the new normal Who This Book Is For Managers who wish to look under the hood and understand how people respond to the changes in their immediate world, and why most of those responses are negative. It will also be an uplifting read for individual employees who seek to understand why they, or their colleagues or managers, generally respond negatively to changes, or who struggle with conflict and relationships in the workplace and how to create an action plan to improve the situation.