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	Autore	Winter, Gerrit
	Titolo	Konkrete und abstrakte bedarfsdeckung in der Sachversicherung / Gerrit Winter
	Pubbl/distr/stampa	Gottingen, : Schwartz, 1962
	Descrizione fisica	VIII, 127 p. ; 23 cm
	Collana	Gottinger Rechtswissenschaftliche Studien ; 45
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2.	Record Nr.	UNINA9910741178903321
	Autore	Zenoff David B
	Titolo	The Soul of the Organization : How to Ignite Employee Engagement and Productivity at Every Level / / by David B. Zenoff
	Pubbl/distr/stampa	Berkeley, CA : , : Apress : , : Imprint : Apress, , 2013
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Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Introduction -- The Power of Employee Engagement -- Examples of Ingredients in Not-for-Profit Organizations' Souls -- Larkin Street Youth Services -- Sisters of Mercy -- University of Notre Dame -- Stanford University -- San Francisco International Airport -- Examples of Ingredients in Business Organizations' Souls -- Barclays Global Investors -- Dodge & Cox -- Merrill Lynch -- Wells Fargo Bank -- Levi Strauss & Company -- Williams-Sonoma -- Common Traits and the Power of Organizations' Souls -- Ingredient #1: Concerns -- Ingredient #2: A Determined Quest/ Commitment to Address the Organization's Concerns -- Ingredient #3: Understandings -- Ingredient #4: Core Philosophies and Beliefs -- Ingredient #5: Stories about the Beliefs, Hopes, Visions, Principles, Devotion, Insights, and Struggles of Organizations' Founde -- What Is the Power Exuded by Organizations' Souls? -- What Could a Soulless Organization Look Like? -- Summary -- Why Organizations Can Endure for Decades -- Sisters of Mercy -- Williams-Sonoma -- Wells Fargo Bank -- Merrill Lynch -- Levi Strauss & Company -- Larkin Street Youth Services -- Dodge & Cox -- Stanford University -- Barclay's Global Investors -- San Francisco International Airport -- What Can Weaken or Destroy Organizations' Souls -- Williams-Sonoma -- Merrill Lynch -- Levi Strauss & Company -- Dodge & Cox -- Sisters of Mercy -- Wells Fargo Bank -- Stanford University -- University of Notre Dame -- San Francisco International Airport -- Finding, Reviving, and Recreating Lost Souls -- Young Organizations' Souls -- Hope from Organizations' Souls -- References -- Index.
Sommario/riassunto	Given the opportunity to describe Apple as a company in just a word or two, most would respond with adjectives like: Innovative. Design-conscious. Iconic. Some would probably even say: Secretive. But here's another: Soulful. Yes, Apple has a soul, and it is not alone in that respect. A select few organizations can similarly be said to exhibit similar qualities of soul that inspire passion in their employees and set them on the path to high levels of sustained organizational performance. But, given that most organizations are plagued by low levels of employee engagement and lackluster organizational performance, how do high-performing organizations do it? How do they ignite and sustain employee engagement and boost individual and overall organizational productivity? That is exactly the question that organizational expert David B. Zenoff sets out to answer in The Soul of the Organization. Based on the author's extensive experience consulting to and observing some of the best-known organizations in the world, The Soul of the Organization ( <a href="http://www.souloftheorganization.com">www.souloftheorganization.com</a> ) journeys into eleven high-performing organizations operating in both the for-profit and not-for-profit worlds to determine the underlying elements of soul that foster strong employee engagement at all levels. What Zenoff finds in his inquiry is that organizations as different as home goods retailer Williams-Sonoma and not-for-profit group Larkin Street Youth Services all share in common five key elements of soul that, taken together, are powerful forces for fostering employee engagement, satisfaction, and meaning. And he doesn't stop once he has identified the five core elements of an organization's soul. Instead, he goes on to offer both a conceptual framework and a practical primer on how to leverage these key ingredients to create, sustain, and nourish a soul in your organization. Organizations of all stripes and in all industries and domains have great difficulty motivating their workforces to demonstrate a strong commitment to giving their all in the workplace. As a result, these organizations'

overall productivity and growth are compromised, and their employees cannot find meaning or satisfaction in their work. If your organization struggles with sub-par employee loyalty, commitment, and drive, you will find the guidance you need in *The Soul of the Organization*, a guide to infusing into your workplace that "special something" that engages employees, drives their productivity, and taps into their collective well of potential so that your organization can make its mark on the world. .

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