1. Record Nr. UNINA9910777036203321 Autore Smythe John Titolo The CEO - chief engagement officer: turning hierarchy upside down to drive performance / / John Smythe London:,: Routledge,, 2016 Pubbl/distr/stampa **ISBN** 1-351-89320-3 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 Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia "A Gower Book"--Cover. Note generali 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

Chapter 11 Creating a Climate of Engagement: Implications for Leaders and Organisational Communication Chapter 12 Employee Engagement - a Review of the Literature; Index;

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.