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| Autore | Miller Frederick A. <1946-> |
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| Nota di contenuto | Cover; Half Title; Title; Copyright; Dedication; Contents; Foreword by Deborah Dagit; Foreword by Harold L. Yoh III; Welcome to Safe Enough to Soar; Introduction Do You Feel Safe Enough to Soar?; Level One On Your Own; Level Two Lip Service; Level Three Islands of Safety; Level Four Way of Life; An Invitation Are You Ready?; Appendix I Seven Steps to Creating Interaction Safety; Appendix II Assessment; Acknowledgments; About the Authors |
| Sommario/riassunto | "Bestselling authors and renowned diversity consultants Fred Miller and Judith Katz bring their long-awaited new book that shows any manager or member of a team how to create safe environments for everyone in their company. Do you feel safe enough at work to share your ideas, thoughts, and experiences? Raise tough issues? Deal with conflicts? Do your best work? Many people feel unsafe in work interactions. They hold back, hesitate, and make themselves smaller out of fear of ridicule or retribution. The lack of safety is why new ideas and new people often have such a hard time succeeding in today's organizations, and directly contribute to why stress levels are so high. Many people have the skills they need to do their best work and the ideas to solve problems but lack the safety to apply them. This book describes what |

constitutes a safe environment and the actions--by both leaders and team members--necessary to create collaborative, inclusive workplaces in which people feel safe enough to be their best selves. Written in plain, everyday language, Safe Enough to Soar identifies the default mindsets and behaviors that create hostile work environments and block collaboration, engagement, partnership, and the acceptance of new ideas and new people. Expert authors Fred Miller and Judith Katz chart a simple, step-by-step process that will enable organization's individuals, work-groups, and teams to skip past the dysfunctional mire of defensiveness, micro-aggressions, cover-your-ass compromises, and judging, and launch them into the innovation-inspiring, collaboration-fostering zone of organizational bravery. When people feel safe enough to act and interact, they step up, speak up, and fully engage...and they and their organizations spread their wings and soar"--
