

1. Record Nr.	UNINA9910811474803321
Autore	Smythe John
Titolo	The velvet revolution at work : the rise of employee engagement, the fall of command and control // John Smythe
Pubbl/distr/stampa	London : , : Routledge, , 2016
ISBN	1-351-88063-2 1-315-23663-X 1-4094-4325-6
Descrizione fisica	1 online resource (312 p.)
Disciplina	658.3/152
Soggetti	Management - Employee participation Organizational change Employee motivation Corporate culture Industrial relations
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	"A Gower Book"--Cover. First published 2013 by Gower Pub.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	pt. I. What is the velvet revolution at work? -- pt. II. Strategy through people : delivering strategy and change through participative interventions that engage the right people -- pt. III. Beyond the intervention : the engaged organization.
Sommario/riassunto	What drives or delivers engaged people? Employers need to focus on creating the right conditions. Employers can't impose engagement: people need to choose to engage themselves. In The Velvet Revolution at Work, the follow-up to his best-selling The CEO: Chief Engagement Officer, John Smythe explains that the essential ingredient of the right conditions is a culture of distributed leadership which enables people at work to liberate their creativity to deliver surprisingly good results for their institution and themselves. Using models, examples and anecdotes from his client research he goes on t