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Nota di contenuto	Foreword by Chris Abbott Acknowledgments Chapter 1 The Importance of Management Chapter 2 The HPO Framework Chapter 3 Performance Effects of the HPO Framework Chapter 4 Proven Principles of High Performance Leadership Chapter 5 Conducting a Successful HPO Transformation Appendix 1: Scientific Development of the HPO Framework Appendix 2: How High-Performing Is the HPO Framework? Appendix 3: The HPP Framework Appendix 4: Silo-Busting Techniques Appendix 5: Descriptions of the PMA Dimensions Appendix 6: The HPO Transformation Approach in Practice Notes References Index
Sommario/riassunto	Learn how managers have transformed their teams and companies into envied high-performance organizations in this guide to nurturing successful managers at your organization, informed by the author's 10-year study of applications of his High Performing Organization (HPO) Framework. How can an organization learn to perform at a high level? The key is management. Based on years of intensive research and experience, Andre de Waal's proven strategy for achieving positive organizational change can turn your company or team into a true High Performance Organization (HPO). De Waal's HPO Framework is the

only management improvement technique that has been developed on a solid scientific basis, validated through longitudinal site-level research, and developed over years of measuring organizational results. In this book, de Waal focuses on the activities and behaviors of managers in organizations that have successfully transformed themselves into HPOs. The author and his team closely followed and measured organizations that have adopted and applied the HPO Framework over many years, uncovering the secrets to creating successful and transformative managers through the use of HPO coaches, the application of "silo-busting" techniques to spur collaboration, and use of the HPO transformation success wheel. The resulting data set, analytics, and lessons presented represent a treasure trove of actionable tools for achieving successful managerial and organizational change and improvement.

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