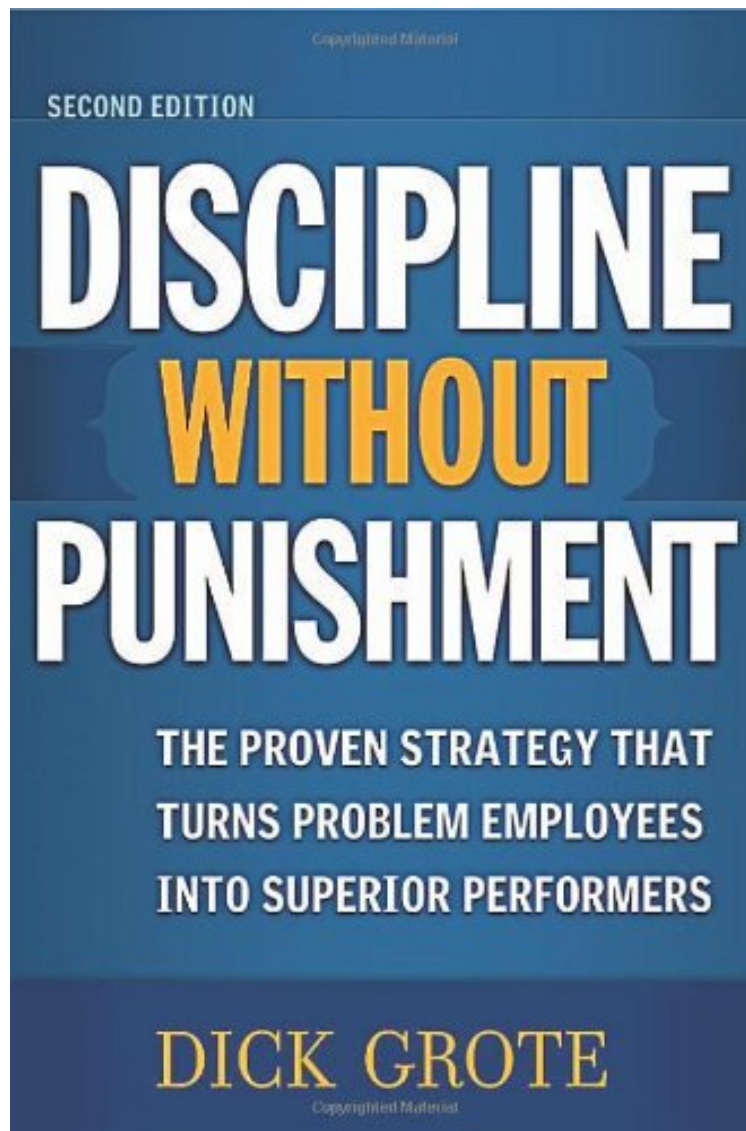


(Mobile pdf) Discipline Without Punishment: The Proven Strategy That Turns Problem Employees into Superior Performers

# Discipline Without Punishment: The Proven Strategy That Turns Problem Employees into Superior Performers

*Dick Grote*

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**Dick Grote : Discipline Without Punishment: The Proven Strategy That Turns Problem Employees into Superior Performers** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Discipline Without Punishment: The Proven Strategy That Turns Problem Employees into Superior Performers:

2 of 2 people found the following review helpful. Good ReadBy S. HatfieldEven if you are not implementing the complete "DWP" system, this book still has a ton of good information for any supervisor. Lots of solid strategies for

meeting with employees and getting them to change their poor performance or behavior. Don't be fooled by the title; this is not promoting a consequence-free work environment, but merely a different way of looking at problems employees with the idea of changing their future behavior instead of simply continually punishing them for things they keep doing. Employees either change or are no longer employed by the department. Highly recommend this book. 1 of 1 people found the following review helpful. As an HR Manager for my company, I not only read the book but insisted that it be read by our company president and other management team. We are in the process of implementing this system as our own in dealing with discipline company wide. As the president described in two words, "organization changing". 0 of 0 people found the following review helpful. This is a thought provoking alternative to traditional disciplinary actions ...By Ronald G Montgomery This is a thought provoking alternative to traditional disciplinary actions. I intend to try and use this method in my environment.

The original edition of *Discipline Without Punishment* introduced a positive approach for getting problem employees to meet--and often even exceed--job requirements. The book still delivers on that promise, and in this revised edition, Dick Grote provides new insights, along with sample dialogues, memos, and worksheets. Grote's revolutionary method helps readers: \* avoid confrontational, anger-provoking sessions \* prepare for and conduct performance improvement discussions that enhance relationships and emphasize problem-solving \* create and administer the entire disciplinary process, including a paid leave of absence as a final chance to commit to better performance This proven guidebook, from one of the country's leading experts on performance management, will help any organization get potentially great employees back on track.

*Discipline Without Punishment* can guide managers to a better performance management system, based on encouraging employee responsibility, developing ongoing performance improvement discussions, and generally not treating employees as criminals in need of punishment. As soon as the welts from our last employee review heal, I'll be presenting a copy to our boss. Accounting Today "As soon as the welts from our last employee review heal, I'll be presenting a copy to our boss." Accounting Today "Praise for the First Edition of *Discipline Without Punishment* "Unique strategies for handling employees who are not willing to shape up. Grote outlines a complete program for coaching, building superior performance, and disciplining employees that is useful in handling absenteeism, bad attitudes, and poor performance. He also provides tips on solving people problems before they require disciplinary action." -- HR Magazine "There is an important difference between *Discipline Without Punishment* and most other management tomes: The positive discipline system espoused here actually works. It's simple, it's tested, it's proven, it's easy to implement, and it makes good sense. Readers will wonder why their organizations haven't been applying this approach to performance improvement all along." -- Ron Zemke, coauthor, the *Knock Your Socks Off Service* series" From the Back Cover More than 30 years ago, Dick Grote developed a powerful, nonpunitive discipline system that turned a troubled Frito-Lay plant from a hotbed of employee sabotage and toxic relations into a productive, respectful environment--one where employees took personal responsibility for their behavior, and managers helped problem employees become productive players. Grote's method spread to other companies, and gained national recognition with the 1995 release of the first edition of *Discipline Without Punishment*. The book has become a management classic, helping thousands of companies and managers move to a responsibility-based approach for handling unacceptable performance, problem behaviors, and excessive absenteeism. But, despite the effectiveness of the DWP method, many supervisors and workplaces continue to cling to their long-established system of verbal warnings, written reprimands, suspensions without pay, and probationary periods--all fear-based approaches that instill lots of resentment, with little or no payback in improved performance. This new edition of the bestselling *Discipline Without Punishment* has been updated to help a new generation of managers and HR professionals adopt a positive, proven method for getting problem employees back on track. Packed with real-life examples, sample dialogues, helpful worksheets, and a no-nonsense sensibility that busy readers will sorely appreciate, the book remains an eye-opening, forward-looking, practical guide to making your disciplinary system equitable and effective. Dick Grote is Chairman and CEO of Grote Consulting Corp., in Dallas, Texas. He is the developer of the GROTE APPROACH (SM) Web-based performance management system, and the author of *The Complete Guide to Performance Appraisal*, *The Performance Appraisal Question and Answer Book*, and *Forced Ranking: Making Performance Management Work*. His articles and essays have appeared in the *Harvard Business Review*, *The Wall Street Journal*, *Across the Board*, and many other publications. Praise for the First Edition of *Discipline Without Punishment* "Unique strategies for handling employees who are not willing to shape up. Grote outlines a complete program for coaching, building superior performance, and disciplining employees that is useful in handling absenteeism, bad attitudes, and poor performance. He also provides tips on solving people problems before they require disciplinary action." -- HR Magazine "There is an important difference between *Discipline Without Punishment* and most other management tomes: The positive discipline system espoused here actually works. It's simple, it's tested, it's proven, it's easy to implement, and it makes good sense. Readers will wonder why their organizations haven't been applying this approach to performance improvement all along." -- Ron

Zemke, coauthor, the Knock Your Socks Off Service series