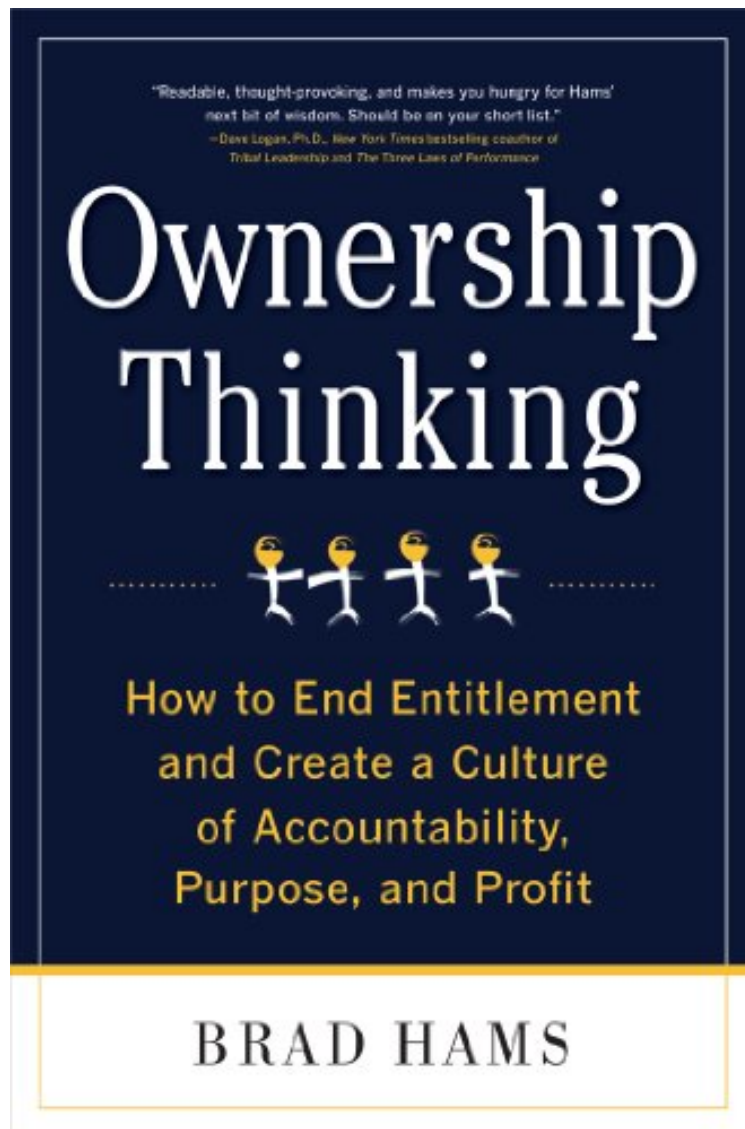


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Ownership Thinking: How to End Entitlement and Create a Culture of Accountability, Purpose, and Profit (Business Books)

Brad Hams

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the techniques described in this book for the benefit of our employees and our business overall (which ultimately benefits the employees again!). Everyone was required to read it and we had chapter discussions every 2 chapters. Without exception, each of our employees learned a lot about the inside structure required to keep a business profitable, and thus open. And they have a new interest in curbing waste and increasing efficiency. They have already experienced some remunerative benefit after just 6 months! And the author, Brad Hams, is keenly interested in helping businesses who embrace this concept. Talk about getting your money's worth! 0 of 0 people found the following review helpful. Great Book! By S. Rawl I am excited to implement some of these concepts in my business. It feels like the missing piece I have been looking for to create the company culture I desire. 0 of 0 people found the following review helpful. Great business concept to eliminate entitlement By Damon Finaldi After making so many mistakes with employee bonuses and compensation, I wish I had read this book years ago. Very practical ideas about how to execute a company bonus structure and understanding the psychology of why it works. The mindset to carry through your ideas to the very DNA of your company culture and impact every employee. Very good read. I'd recommend to any SMB leadership team and owners.

It's an insidious disease that is crippling companies, destroying our economy, and crushing potential. It's infecting the very roots of business performance, and it's spreading fast. It isn't the recession, market volatility, scandal, or greed. It's entitlement. And it may be killing your business. In myriad ways, entitlement has been cultivated for decades. As a result, too many employees today believe that they are entitled to a paycheck simply because they show up. Brad Hams has proven that we are not doomed to a path of entitlement and dependence. After more than 15 years working with hundreds of companies, he knows that the vast majority of employees addicted to entitlement actually want to engage, want to contribute, and feel much better about themselves when they are in an environment that requires them to do so. Now, with Ownership Thinking, Hams shares his strategy that will increase your company's productivity, employee retention, and profitability: The Right Education: Teach employees the fundamentals of business and finance, how their company makes money, and how they add value; or take away value. The Right Measures: Identify the organization's Key Performance Indicators and teach employees to forecast results in an environment of high visibility and accountability. The Right Incentives: Create incentive plans that are self-funding and clearly align employees' behavior to the organization's business and financial objectives. Your employees will learn to think and act like owners and will become active participants in the financial performance of the business. They will gain the self-esteem that is only possible through achievement and will reap rewards that are in alignment with the success of their organization. Meanwhile, you will enjoy your role more, sleep better at night, and leave a legacy that is far more inspiring and significant than you dreamed possible. Praise for Ownership Thinking "You would have to read a dozen other books to even come close to Ownership Thinking—a systematic and practical process for getting your employees to give that extra effort and brain power we know they possess." —Verne Harnish, CEO, Gazelles; author, Mastering the Rockefeller Habits "Brad Hams tells it like it truly is: transparency creates trust; trust creates engagement; engagement creates a healthy enterprise. This thoughtful and practical book shows you how to achieve all of these things and more." —Chip Conley, founder and executive chair, Joie de Vivre; author, Peak "Comprehensive and marvelously clear, Ownership Thinking's techniques for creating change are focused, direct, and motivating. This is a wise book, unusually useful, and I recommend it most highly." —Judith M. Bardwick, Ph.D., author, Danger in the Comfort Zone and The Psychological Recession "Brad Hams is one of the most persuasive and creative thinkers I know. His book is a specific guide you can (and should) implement now." —Corey Rosen, founder, National Center for Employee Ownership "Hams is masterful at outlining the engagement practices that inspire people to care and to be deeply vested in business results.