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# Energize Your Workplace

How to Create  
and Sustain  
High-Quality  
Connections at Work

# Energize Your Workplace How To Create And Sustain High Quality Connections At Work

**Marian N. Ruderman, Cathleen  
Clerkin, Katya C. Fernandez**



## **Energize Your Workplace How To Create And Sustain High Quality Connections At Work:**

Energize Your Workplace Jane E. Dutton, 2003-10-27 Corrosive work relationships are like black holes that swallow up energy that people need to do their jobs In contrast high quality relationships generate and sustain energy equipping people to do work and do it well Grounded in solid research this book uses energy as a measurement to describe the power of positive and negative connections in people's experience at work Author Jane Dutton provides three pathways for turning negative connections into positive ones that create and sustain employee resilience and flexibility facilitate the speed and quality of learning and build individual commitment and cooperation Through compelling and illustrative stories Energize Your Workplace offers managers executives and human resource professionals the resources they need to build high quality connections in the workplace

ENERGIZE YOUR WORKPLACE: HOW TO CREATE AND SUSTAIN HIGH-QUALITY CONNECTIONS AT WORK Jaen E Dutton, 2006-09 Market\_Desc Managers and Executives who are concerned with employee productivity learning resilience and commitment HR Managers Special Features Dutton wrote an article on this topic entitled Leading in Times of Trauma for HBR that appeared in the January 2002 issue Provides practical steps to enhance the quality of relationships at work 3 pathways for turning negative relationships into positive ones Cartoons figures tables and the like will help animate and deepen understanding for the reader This is the 16th book in the UMBS series About The Book In a world of continuous change downsizing and a press for speed high quality relationships are extremely valuable they create and sustain employee resilience and flexibility facilitate the speed and quality of learning and build individual commitment and cooperation The aim of this book is to help individuals think creatively about ways to build high quality relationships at work Using energy as a measurement the author describes the power of positive and negative connections in people's experience at work and provides three pathways for turning negative relationships into positive ones **Positive**

**Psychology Coaching in the Workplace** Wendy-Ann Smith, Ilona Boniwell, Suzy Green, 2021-09-29 This research to practice text explores how coaching can support thriving in the workplace It focuses on positive psychology coaching in the workplace in relation to the convergence with organisational psychology and coaching psychology professional and ethical practices resilience and wellbeing team and systemic approaches leadership tools of intervention convergence of clinical interventions and virtuousness and the future of thriving workplaces The chapter contributions represent a truly international scholarship and bring together complementary perspectives from the fields of positive psychology coaching psychology organisational psychology organisational scholarship neuroscience education and philosophy Written in a scholarly but accessible style this text is of interest to a wide readership including academics professionals and postgraduate students of positive psychology organisational psychology counselling and coaching psychology human resource management mental health health and social welfare Smith Boniwell and Green have brought together an outstanding collection of thought leaders from the field of positive psychology coaching to craft an in depth exploration of the contribution positive psychology can make to delivering

transformation change through coaching conversations A fascinating read full of evidence and insight Jonathan Passmore Professor of Coaching Behavioural Change Director Henley Centre for Coaching Henley Business School [Joy at Work](#) Marie Kondo, Scott Sonenshein, 2020-04-07 Declutter your desk and brighten up your business with this transformative guide from an organizational psychologist and the 1 New York Times bestselling author of The Life Changing Magic of Tidying Up The workplace is a magnet for clutter and mess Who hasn't felt drained by wasteful meetings disorganized papers endless emails and unnecessary tasks These are the modern day hazards of working and they can slowly drain the joy from work limit our chances of career progress and undermine our well being There is another way In Joy at Work bestselling author and Netflix star Marie Kondo and Rice University business professor Scott Sonenshein offer stories studies and strategies to help you eliminate clutter and make space for work that really matters Using the world renowned KonMari Method and cutting edge research Joy at Work will help you overcome the challenges of workplace mess and enjoy the productivity success and happiness that come with a tidy desk and mind

**Encyclopedia of Strategic Leadership and Management** Wang, Viktor, 2016-12-12 Strategic leadership techniques are the cornerstone to positive growth and prosperity within businesses and organizations Implementing new management strategies and practices helps to ensure managers are optimizing their resources and driving innovation The Encyclopedia of Strategic Leadership and Management investigates emergent administrative techniques and business practices being utilized within corporate and educational settings Highlighting empirical research and best practices within the field this encyclopedia will be an authoritative reference source for students researchers faculty librarians managers and leaders across various disciplines and cultures

**Research Anthology on Religious Impacts on Society** Management Association, Information Resources, 2020-07-21 Religion is considered by many to be something of the past but it has a lasting hold in society and influences people across many cultures This integration of spirituality causes numerous impacts across various aspects of modern life The variety of religious institutions in modern society necessitates a focus on diversity and inclusiveness in the interactions between organizations of different religions cultures and viewpoints Research Anthology on Religious Impacts on Society examines the cultural sociological economic and philosophical effects of religion on modern society and human behavior Highlighting a range of topics such as religious values social reforms and spirituality this publication is an ideal reference source for religious officials church leaders psychologists sociologists professionals researchers academicians and students

[Advancing Evidence-Based Practice in Nursing and Healthcare](#) Mary Jo Vetter, Kathleen Evanovich Zavotsky, 2024-12-09 Develop your skills to expertly conduct evidence based practice EBP or quality improvement QI projects Advancing Evidence Based Practice in Nursing and Healthcare Second Edition is a straightforward yet comprehensive guide to planning implementing and evaluating EBP and QI projects to improve healthcare quality and outcomes Building on the legacy built by Geri LoBiondo Wood and Judi Haber this edition is newly tailored to meet the goals and strategic priorities of a variety of healthcare settings with the tenets of

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**The Wiley Blackwell Handbook of the Psychology of Team Working and Collaborative Processes** Eduardo Salas,Ramon Rico,Jonathan Passmore,2020-04-06 A state of the art psychological perspective on team working and collaborative organizational processes This handbook makes a unique contribution to organizational psychology and HRM by providing comprehensive international coverage of the contemporary field of team working and collaborative organizational processes It provides critical reviews of key topics related to teams including design diversity leadership trust processes and performance measurement drawing on the work of leading thinkers including Linda Argote Neal Ashkanasy Robert Kraut Floor Rink and Daan van Knippenberg

*The Health and Wellbeing Coaches' Handbook* Jonathan Passmore,Badri Bajaj,Lindsay G. Oades,2024-12-30 This comprehensive volume

offers ideas examples and guidance to help coaches develop skills in their coaching practice specifically in the areas of health and wellbeing as they are experienced by their clients The book also explores the growing importance of wellbeing coaching within the wider coaching world and the health sector Starting with definitions of wellbeing and health coaching then delving into health and wellbeing issues faced by clients and tools for coaches along with their practical applications this book includes theory case studies and reflection exercises so that readers can use it in a personal and practical way The Health and Wellbeing Coaches Handbook is an essential resource for coach practitioners supervisors and consultants working with clients as well as for students in post graduate programmes including coaching health and allied health professional programmes and human resource professionals focusing on employee wellness

**Resilience That Works: Eight Practices for Leadership and Life** Marian N. Ruderman, Cathleen Clerkin, Katya C. Fernandez, 2022-03-29 As a leader it is easy to push yourself to the brink of exhaustion Responding to challenges with brute force may be effective for a brief time but this approach eventually wears you down and compromises your ability to function Drawing on scientific research and practical experience at the Center for Creative Leadership Resilience That Works Eight Practices for Leadership and Life offers an alternative a portfolio of eight resilience practices to keep you healthy focused and functioning effectively long before crisis arises Filled with concrete and actionable advice Resilience That Works guides you through personalized strategies for developing lasting resilience

**Growing an Entrepreneurial Business** Edward Hess, 2011-02-01 Growing an Entrepreneurial Business Concepts and Cases is a textbook designed for courses that focus on managing small to medium sized enterprises It focuses on the major management challenges that successful start ups encounter when leaders decide to grow and scale their businesses The book is divided into two parts text and cases to provide professors with maximum flexibility in organizing their courses The thirty five cases can be used in conjunction with the text or independently Twelve cases are written as narratives with multiple teaching points but without a focus on a particular business decision the remaining twenty three cases were written around specific conundrums related to strategy operations finance marketing leadership culture human resources organizational design business model and growth Discussion questions are provided for each case The text portion of the book discusses key issues derived from the author's research and consulting and is meant to complement the case method of teaching raising issues for conversation In addition to the real world knowledge that students will derive from the cases readers will take away research based templates and models that they can use in developing or consulting with small businesses

**Gower Handbook of People in Project Management** Lindsay Scott, 2016-04-22 Modern projects are all about one group of people delivering benefits to others so it is no surprise that the human element is fundamental to project management The Gower Handbook of People in Project Management is a complete guide to the human dimensions involved in projects The book is a unique and rich compilation of over 60 chapters about project management roles and the people who sponsor manage deliver work in or are otherwise important to project success

It looks at the people issues that are specific to different sectors of organization public private and third sector the organization of people in projects both real and virtual the relationship between people their roles and the project environment and the human behaviours and skills associated with working collaboratively Thus this comprehensive and innovative handbook discusses all the important topics associated with employing developing and managing people for successful projects The contributors have been drawn from around the world and include experts ranging from practising managers to academics and advanced researchers The Handbook is divided into six parts which begin with management and project organization and progress through to more advanced and emerging practices It benefits hugely from Lindsay Scott s expert knowledge and experience in this field and from Dennis Lock s contributions and meticulous editing to ensure that the text and illustrations are always lucid and informative

Voice and Whistleblowing in Organizations Ronald J Burke, Cary L Cooper, 2013-10-31 Employees in organizations face countless daily situations in which they make a choice to speak up exercise voice or remain silent Too many choose to remain silent Others only tell supervisors what they want to hear becoming yes men and women

*E Developing Leaders for Positive Organizing* Bernd Vogel, Rob Koonce, Paula Robinson, 2017-05-19 Leadership is not about individuals it is a complex relational socially co constructed and emergent process This book brings together the latest thinking from business and positive psychology research to provide new insights into leadership organizational development and change

*Good Bye* Lizzie Bentley Bowers, Alison Lucas, 2025-04-28 Nobody likes to talk about endings Here s why we need to Leaders spend a lot of time planning new initiatives But what about the endings that go along with them Most leaders are not taught how to manage themselves let alone their teams and organization through the messy multifaceted discomfort of an ending Making a team member redundant merging two teams cutting funding to a failed project in all these situations we tend to focus on the new beginning and rush past the ending that needs our care and attention Dealing with endings well takes maturity and emotional intelligence Leaders need to understand and process their own feelings before they can lead others through transition Why does this matter Because poorly managed endings leave a scar on everyone involved Discretionary energy and motivation are not so forthcoming Change programmes don t get traction resistance and cynicism take root Change fails Leading Executive Coaches Alison Lucas and Lizzie Bentley Bowers provide this missing piece of the change leadership puzzle a way of leading yourself and others through change in a respectful emotionally agile way Because better endings mean better beginnings Good Bye highlights a crucial yet often overlooked moment in leadership and organizational life offering valuable tools and actionable guidance It will undoubtedly benefit leaders seeking to handle moments of parting with clarity and care Kirsty Devine Head of US HR Financial Times I am adding this title to my recommended reading list Professor David Clutterbuck Leading Executive Coaches Alison Lucas of Randolph Partnership Ltd and Lizzie Bentley Bowers of The Causeway Coaching Ltd are professionally accredited coaches and facilitators working at board and senior level across all sectors to equip leaders to

thrive in a complex and uncertain world      *Engineering Psychology and Cognitive Ergonomics. Mental Workload, Human Physiology, and Human Energy* Don Harris, Wen-Chin Li, 2020-07-10 This book constitutes the proceedings of the 17th International Conference on Engineering Psychology and Cognitive Ergonomics EPCE 2020 held as part of the 22nd International Conference HCI International 2020 which took place in Copenhagen Denmark in July 2020 The total of 1439 papers and 238 posters included in the 37 HCII 2020 proceedings volumes was carefully reviewed and selected from 6326 submissions EPCE 2020 includes a total of 60 regular papers they were organized in topical sections named mental workload and performance human physiology human energy and cognition cognition and design of complex and safety critical systems human factors in human autonomy teaming and intelligent systems cognitive psychology in aviation and automotive As a result of the Danish Government's announcement dated April 21 2020 to ban all large events above 500 participants until September 1 2020 the HCII 2020 conference was held virtually      **Glow** Lynda Gratton, 2009-04-13 For every new project or high profile assignment there is a mile long line of wannabes waiting to grab the brass ring But those consistently at the forefront have something truly extraordinary in common You know them at first sight teammates or colleagues direct reports or bosses who radiate enthusiasm positive energy and inspiration Even when confronted with circumstances that work against them they Glow with an attitude that inspires others fosters a great working experience for themselves and everyone around them and creates empowering relationships And Lynda Gratton can make sure you're one of them In her book *Hot Spots* Gratton explored how pockets of energy and innovation are created in organizations Now she zeroes in on how you can become a source of energy and innovation yourself Drawing on years of original research Gratton identifies three principles that people who Glow live by they cultivate a cooperative mind set they are adept at reaching across traditional boundaries what Lynda calls jumping across worlds to gain great new ideas and powerful insights and they are able to ignite inspiration and energy in others For each principle Gratton outlines three actions anyone can take to put it into practice illustrated with dozens of examples and personal stories Easy to use tools enable you to evaluate where you are now and measure your progress Success isn't about just working harder there's always someone out there who will put in longer hours But if you can learn to Glow you will add tremendous value to your organization in a way that will make your work more satisfying and fulfilling      **Humanizing Business** Michel Dion, R. Edward Freeman, Sergiy D. Dmytriiev, 2022-05-30 This book is about humanizing business In contrast to the mainstream modern management and leadership literature this book provides distinctly humane perspectives on business The volume travels outside the world of business to explore what Humanities such as Philosophy History Literature Creative Arts and Cultural Studies can offer to business Renowned scholars from different Humanities disciplines as well as management researchers exploring the heritage of Humanities convey what it actually means to make business more humane The book strives to humanize business It aims to show that it is not people who have to suppress their human feelings aspirations and beliefs when they are at their workplaces but it is business itself



that needs to be redefined by the human norms of human beings Companies should care about their employees and other stakeholders letting them be themselves i e be human at work and beyond The book will be of interest to management scholars across various business disciplines It can also be used as teaching material in the classroom with MBA students especially in Business Ethics Business and Society Sustainability Organizational Behavior Human Resource Management and other management courses The volume will also be of interest to scholars that work in different Humanities fields and whose interests span organizations management and business Finally many practitioners in the business world especially those in managerial and leadership positions will find the book both thought provoking and useful for them as well Chapter 37 is available open access under a Creative Commons Attribution 4 0 International License via link [springer.com](https://www.springer.com)

**Managing Change** Nic Beech, Robert MacIntosh, 2012-07-05 The ability to manage change successfully is an essential part of business It is a skill that is much valued by employers and it is therefore one of the most commonly delivered courses This book helps you to understand three key activities for managing change diagnosing explaining and enacting Both practical and action oriented it gives students and managers the tools they need to deal with the messy reality of change It combines theory and diagnostic tools with practical examples that focus on actions and outcomes It also includes short vignettes and longer cases from a range of international contexts for classroom study or for use on distance learning courses Managing Change is written for advanced undergraduates and graduate students taking modules on change management strategy and organizations Its class tested approach has been successfully delivered in a wide variety of settings including over fifty executive short courses with FTSE listed businesses

*Handbook of Research on Managerial Thinking in Global Business Economics* Dinçer, Hasan, Yüksel, Serhat, 2018-12-07 In a highly competitive global market companies need to equip themselves with best practices and strategies to survive Strategic management innovative managerial thinking and a clear decision making process must be utilized to boost company performance and ultimately drive the company's success The Handbook of Research on Managerial Thinking in Global Business Economics identifies the importance of strategic decision making in competitive environments and analyzes the impacts of managerial thinking on global financial economics The content within this publication examines globalization consumer behavior and risk management It is designed for researchers academicians policymakers government officials and managers and covers topics centered on innovation and development within organizations

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