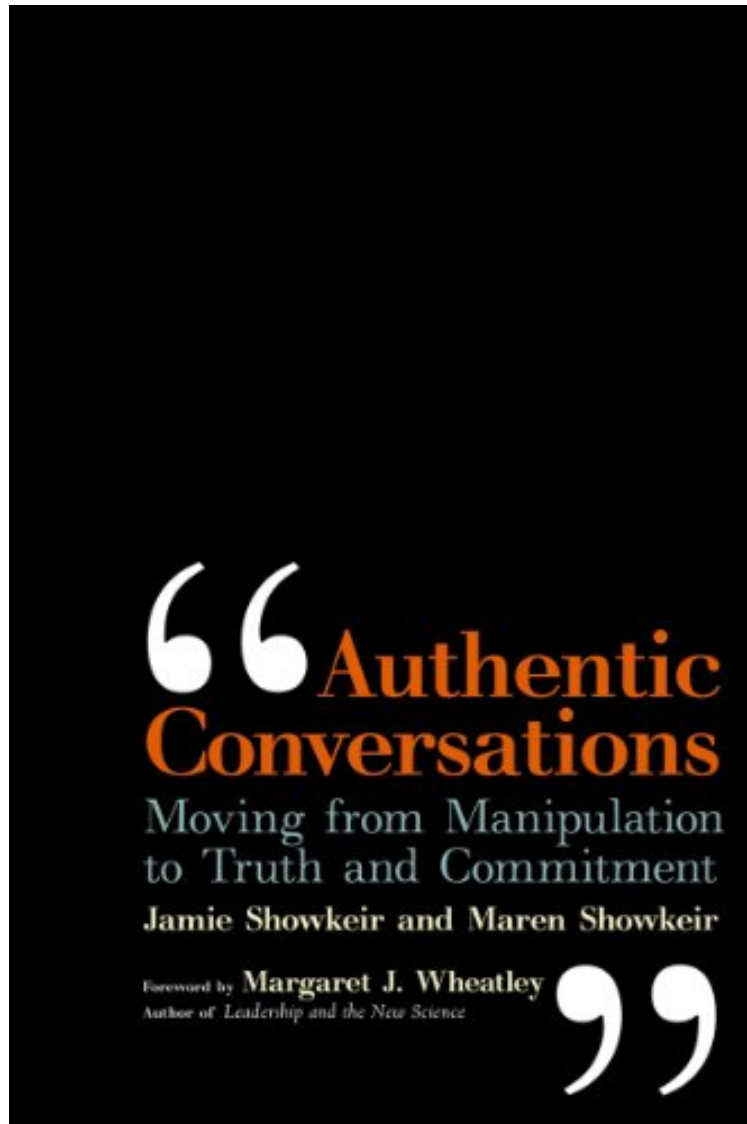


(Download ebook) Authentic Conversations: Moving from Manipulation to Truth and Commitment

Authentic Conversations: Moving from Manipulation to Truth and Commitment

James D. Showkeir, Maren S. Showkeir
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James D. Showkeir, Maren S. Showkeir : Authentic Conversations: Moving from Manipulation to Truth and Commitment before purchasing it in order to gage whether or not it would be worth my time, and all praised Authentic Conversations: Moving from Manipulation to Truth and Commitment:

0 of 0 people found the following review helpful. After reading, I bought 20 copies to give to co-workersBy Worker BeeIt has been over a year since I read this book, and it still makes an impression on me. It was validating to read about the myth of holding others accountable - I always bristled at the "make people accountable" management model,

but couldn't articulate why until the authors laid it out for me. Likewise, I am now able to identify the parent-child dynamic that is entrenched in our organization, sometimes acted out by people with noble intentions. Most importantly, I was spurred to feel responsible for my own choices and to assume responsibility for the success of the whole. This book was empowering to me both as a supervisor and as a worker bee. My work team and I read and discussed it as a group, and I ended up purchasing several copies to give to both co-workers and higher level managers. It is a must-read. 1 of 1 people found the following review helpful. Talking Wisdom By Quantum Student According to Rodd Wagner and James K. Harter of the Gallup polling organization, "The evidence is clear that creation and maintenance of high employee engagement, as one of the few determinants of profitability largely within a company's control, is one of the most crucial imperatives of any successful organization." Their research contained in this book (pp. 18-19) identifies companies with engaged workers have significantly less turnover, less employee theft, fewer accidents, less absenteeism, higher customer service scores, higher productivity and profitability, and earnings per share. Authentic Conversations is about developing engaging relationships. Trust, engagement, and personal accountability grow out of the conversations we have within the workplace and elsewhere. This book provides an array of ideas and pathways to authentic, engaging conversations. As a CPA, I enjoyed the insights provided in Chapter 3 "The Myth of Holding Others Accountable." It identifies as much as managers want to control and hold others accountable, their success is one-sided and failures abound. Understanding and true accountability flows from honest, meaningful dialogue that Jamie and Maren Showkeir demystify in this book. In my opinion, leaders and followers who aspire to be future leaders should read this book. It provides a breath of fresh insights and strategies for success. 0 of 0 people found the following review helpful. My favorite thing about it is that it is based on ... By Dr C L Daenell Natural Health Science, Inc. This book is informative through theory and practice, as it uses clarifying real-world examples. It is inspiring, as well. I want to share it with everyone I know that works in a group, corporate or non-profit. My favorite thing about it is that it is based on the simple truth of integrity. How refreshing. This book is timeless.

In this groundbreaking new book, the Showkeirs take something people typically think of as merely functional—ordinary conversations—and show the power they have to create, sustain, and change the very nature of workplace culture. Conversations can lead to an engaged and energized workforce, or to one that is alienated and uninspired. If you want to change the culture you must change the conversations. All too often workplace conversations—between managers and direct reports, peer-to-peer, or with external stakeholders—create parent-child relationships. People hide facts, sugarcoat reality and claim helplessness to try to control interactions and get what they want. The Showkeirs expose the destructiveness of these manipulative conversations, and demonstrate how we can move to honest and authentic interactions that create adult relationships. By intentionally and thoughtfully changing conversations, organizations will engender increased commitment, true accountability, and improved workplace performance. Drawing on more than 25 years of experience as organizational consultants, their book offers examples of parent-child and adult-adult workplace conversations in a variety of settings, circumstances and industries. They also provide a hands-on guide, including sample scripts, for dealing with a host of potentially difficult conversations. Authentic Conversations goes to the heart of why so many people today are disengaged, uninspired, and uncommitted to their organization's success. It challenges the conventional wisdom about managing people and sets out specific, concrete ways to consciously make conversations the primary driver for change.

From the Publisher Praise for Authentic Conversations "This is as good as any book I have read about how to change the conversation to change the culture. It frames accountability in a powerful way and moves forward our thinking about how real change occurs. It is clearly and simply written... I highly recommend this book." --Peter Block, author of Stewardship, Flawless Consulting, and Community "I have not been a fan of reading business books with two exceptions--David Whyte's The Heart Aroused and Peter Block's The Empowered Manager. I will now add Authentic Conversations to that very small list, and so should you." --Lee C. Smith, Founding Chair, International AIDS Vaccine Initiative, and President Emeritus, Levi Strauss International "After thirty-five years working in newspapers and nine more as a 'school readiness' advocate, I wished I had read this book decades ago. It would have helped so much. Its basic theme of honest, respectful conversations is the answer to so much in business and in life." --David Lawrence Jr., President, The Early Childhood Initiative Foundation, and retired publisher, The Miami Herald "The Showkeirs have written a book that gives us the tools for conversations that can help us create a shared purpose and the future we hope for. This authentic approach is essential not only for business results but for any conversation that is important to you." --Nancy Light, Senior Associate Director of Philanthropy, The Nature Conservancy, Maine Chapter "This book is for everyone, from the CEO to the everyday employee, who is serious about working in an organization in which every person has a deep personal commitment to the success of the business. The concepts and practical steps outlined in this book are easy to understand and are a genuine source of sustainable competitive advantage... This book offers us hope." --Jim Burke, Regional Director of Human Resources, Asia Pacific, Watson Wyatt Worldwide "If you believe that conversations change the world and if you have a passion for organizations that work, you will want this book.

This book has the combination of relevance, inspiration, and actionable steps that I seek in books." --John Schuster, Principal, Schuster Kane Alliance and author of *The Power of Open-Book Management* and *Answering Your Call*

"This book is about sharing the truth with each other in ways that build effective relationships and improve business results. It is not a fairy tale but an honest, hard-hitting book. And it's not just for leaders or managers--it is for everyone in your organization. If you want to compete successfully in the world marketplace, you need *Authentic Conversations*." --Dr. Kent M. Keith, CEO, Greenleaf Center for Servant Leadership and author of *Anyway: The Paradoxical Commandments*

"I can't remember the last time I was this excited about a book on corporate cultures and leadership. *Authentic Conversations* gets to the heart of what is really going on in organizations, presents persuasive business reasons for change, and puts forth a proven strategy to get on with unleashing the organization's buried and dormant core potential. It left me wanting more." --Patrick J. Banks, PhD, President, Banks International, LLC

"The Showkeirs' take on using conversations for cultural transformation is refreshing and eminently logical. They challenge much of the conventional wisdom about managing people. This book teaches us how to intrinsically inspire individuals to choose to succeed." --Bob Gremillion, Executive Vice President, Tribune Publishing Company

"The Showkeirs' new book envisions organizations where employees treat each other as business partners, colleagues, and trusted advisors, allowing the wisdom of the organization to emerge. For leaders ready to share power in order to build an organization that is stronger, more responsive, more flexible, and more focused on serving customers, this book is a field manual for changing cultures. It is a must read." --Melvin D. Dowdy, PhD, Executive Director, Center for Organizational Excellence, Bon Secours Richmond Health System

"*Authentic Conversations* is one of the most important books I've read in years. It makes a compelling case for the great benefits--both for people and for organizations--that can come from engaging in true conversation." --Larry C. Spears, President and CEO, The Spears Center for Servant-Leadership, Inc.

"*Authentic Conversations* gives us a chance to renew and revive a lost art and essential foundational element so our society can be viable. Additionally, this book gives us models for how to have conversations for those who have never been exposed to an authentic conversation." --Corwin Harper, Senior VP/Area Manager, Kaiser Permanente

About the Author: Maren Showkeir and James Showkeir are the principals of Henning-Showkeir and Associates, a consulting firm whose work centers on harmonizing the demand for business results with creating a culture where individuals can find meaning and purpose at work. Their clients include 3M, Blue Cross/Blue Shield, British Airways, Coca-Cola, Ford Motor Company, Hewlett Packard, Levi Strauss and The Nature Conservancy.