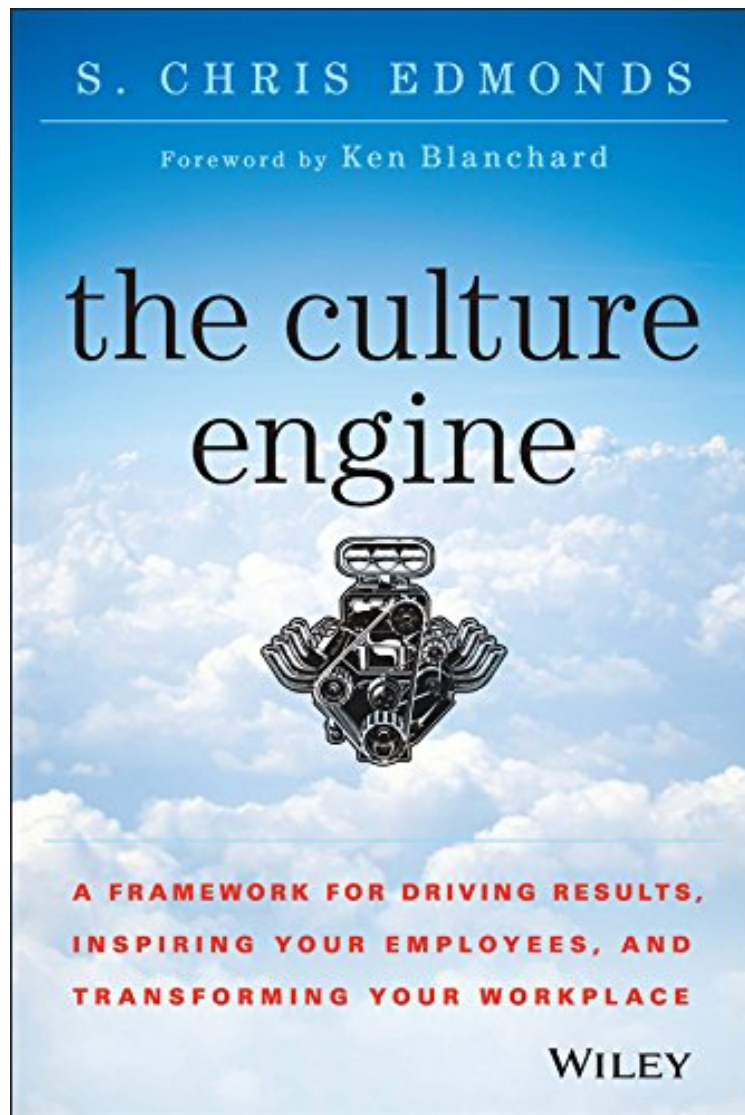


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# The Culture Engine: A Framework for Driving Results, Inspiring Your Employees, and Transforming Your Workplace

*S. Chris Edmonds*

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**S. Chris Edmonds : The Culture Engine: A Framework for Driving Results, Inspiring Your Employees, and Transforming Your Workplace** before purchasing it in order to gage whether or not it would be worth my time, and all praised The Culture Engine: A Framework for Driving Results, Inspiring Your Employees, and Transforming Your Workplace:

7 of 7 people found the following review helpful. Wise tips from an experienced corporate consultantBy LaRae

QuyThis is truly an engaging book that looks at how big corporations can have a written constitution--a piece of writing that defines their employees and standards. Too often, corporations get caught up profit building and fail to clearly outline their corporate philosophy. The author, Chris Edmonds, points out that unless companies have a corporate constitution, it's impossible for their employees to engage with either each other or their customers in a way that fulfills the organization's purpose and vision. Most importantly, a lack of corporate philosophy fails to provide employees' jobs with meaning and clarity. The author has a long and distinguished career in corporate America, and he has achieved a remarkable feat with this book by showing how leadership and management need to align corporations with values, and at the same time, build both engaging and inspiring workplaces.

2 of 2 people found the following review helpful. Great information you can truly implement!

By Cale Dansbeelf momentum is the lifeblood surging through your companies veins then this books is about the heart that is pumping rhythmically, driving your company forward in all the right ways. the culture engine is an essential read for any individual in a decision making position within the company. As the CEO of my own cybersecurity engineering company, I read this book looking for connections to what I refer to as key elements of cybersecurity leadership. Here is what I found. Why you should read this book ndash; Get straightforward, easy to digest, and actionable information about assessing the culture in your organization. What you can expect ndash; Chris does a great job of explaining the complex using straightforward and simple to understand concepts. Yoursquo;ll get tools to assess your culture, tips on how to design your own culture, and methods and tactics for achieving your desired culture. What pleasantly surprised me as a reader ndash; Irsquo;ve read potentially hundreds of books and most, if not all, toss around terms like purpose, vision, culture, constitution, effectiveness, and value. In the Culture Engine, Chris uses these terms in clearly defined ways that are easily made actionable by me. As a CEO, I want to build a world-class team of people who care about each other, the company, our goals, and our customers. the culture engine will certainly be an element of our success.

2 of 2 people found the following review helpful. Groundbreaking Concept!

By Rebecca HendersonChris Edmondsrsquo; ldquo;The Culture Enginerdquo; is, I believe, a groundbreaking book. Wersquo;re all heard of constitutions for countries and states, but for an organization? The concept is new for me, and what an exciting concept it is! I intend to embrace it and use it as a framework for the future. I love the fact that the paragraphs are separated by several lines, giving the reader ample space to make notes and record observations. I also appreciate the several worksheet-like pages that Edmonds inserts for the reader to record our thoughts. The author has provided a nice section of notes, as well as a comprehensive index ndash; both features that I appreciate.

An organizational "North Star," codifying valued behaviors for optimal performance The Culture Engine shows leaders how to create a high performing, values aligned culture through the creation of an organizational constitution. With practical step-by-step guidance, readers learn how to define their organization's culture, delineate the behaviors that contribute to greater performance and greater engagement, and draft a document that codifies those behaviors into a constitution that guides behavior towards an ideal: a safe, inspiring workplace. The discussion focuses on people, including who should be involved at the outset and how to engage employees from start to finish, while examples of effective constitutions provide guidance toward drafting a document that can actualize an organization's potential. Culture drives everything that happens in an organization day to day, including focus, priorities, and the treatment of employees and customers. A great culture drives great performance, and can help attract and retain great talent. But a great culture isn't something that evolves naturally. The Culture Engine is a guide to strategically planning a culture by compiling the company's guiding principles and behaviors into an organizational constitution. Decide which behaviors and attitudes are desired in the organization Secure leader commitment to planning, drafting, and implementing the document Learn the most effective way to socialize the draft statement and get everyone on board Model desired behaviors to boost employee engagement throughout the process Organizational culture is not an amorphous thing ndash; it comes down from the top, inspired and exemplified by the leadership. It can steer a company up or down, keep it on mission or force it off-course. For an organization to fulfill its potential, the culture must be on-point, truly reflecting the heart of the company from leaders to team members across the company. The Culture Engine helps leaders define the playing field, pushing performance to the next level.

From the Inside FlapWe are more aware now than ever before of the vital importance of organizational culture. No one is inspired to perform in dreary, frustrating environments, and, in the 21st century, inspiration and engagement are often the only things separating the successes from the failures. But an earnest desire to improve your organizationrsquo;s culture will only get you so far. You need a tangible framework that will give shape to your good intentions. There are many such frameworks out there, but The Culture Engine is the only one thatrsquo;s really in tune with the daily realities faced by leaders at all levels. Itrsquo;s true that culture-building is an ongoing process, but leaders also need to contend with the day-to-day responsibilities. Until now, no book has provided a way to solidify the culture you want without falling behind on everything else. In fact, The Culture Engine, with its emphasis on developing an organizational constitution, never loses sight of the fact that itrquo;s the everyday tasks that add up to a successful team. The goal of this book is to provide readers with a way to build a foundation that will guide daily

implementation, allowing effective leadership to really kick in. Many managers and team leads have a nagging feeling that their people aren't performing to their full potential. Sure, the job is getting done, but is it getting done well, or is it just "good enough"? Without a set of principles to point the way to leaders and team members alike, no amount of intervention will squeeze success out of a troubled culture. The Culture Engine shows that those principles don't have to be nebulous and vague—quite the contrary. Author S. Chris Edmonds walks readers through the steps to drafting an organizational constitution with the goal of clarity and a shared vision. With this vision in place, employees feel engaged and inspired to be a part of something with tangible meaning. A culture like that is the holy grail of leadership. Defining, crafting, and managing an organizational constitution per The Culture Engine's clear instructions brings that goal within reach for all of us. From the Back Cover "Chris Edmonds' approach will boost your team's spirit, trust, and performance. WD-40 Company's tribe culture was built upon these same concepts. Don't hesitate - get this book and create your organization's constitution!"