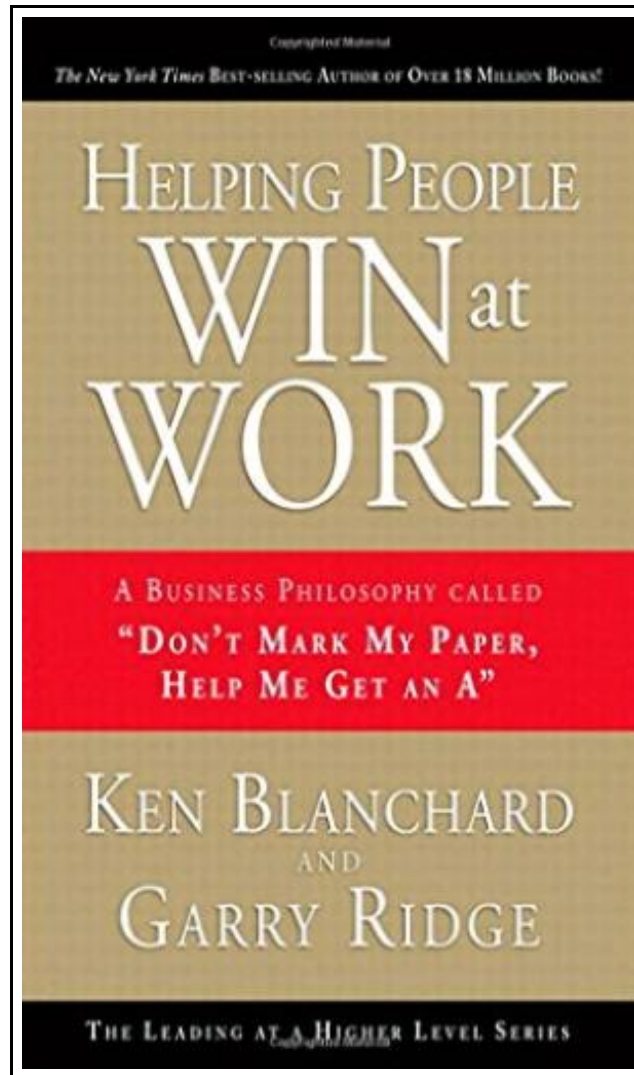


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Pearson FT Press. Hardcover. Book Condition: New. Hardcover. 192 pages. Dimensions: 8.1in. x 5.5in. x 0.8in. Ken Blanchards Leading at a Higher Level techniques are inspiring thousands of leaders to build high-performing organizations that make life better for everyone. Now, in *Helping People Win at Work*, Blanchard and WD-40 Company leader Garry Ridge reveal how WD-40 has used Blanchards techniques of Partnering for Performance with every employee--achieving levels of engagement and commitment that have fortified the bottom line. Ridge introduces WD-40 Companys year-round performance review system, explaining its goals, features, and the cultural changes it requires. Next, he shares his leadership point of view: what he expects of people, what they can expect of him, and where his beliefs about leadership and motivation come from. Finally, Blanchard explains why WD-40 Companys Partnering for Performance system works so well--and how to leverage its high-value techniques in your organization. In this book, youll learn how to: Stop building failure into your mentoring of employees Set goals using the SMART approach: specific, motivational, attainable, relevant and trackable Help people move through all four stages of mastery Create a culture that shares knowledge and encourages nonstop learning Im thrilled that the first book in our Leading at a Higher Level series is with Garry Ridge, president of WD-40 Company. For years Ive been concerned about how peoples performance is evaluated. People are often forced into a normal distribution curve, or even worse, rank ordered. Not only does this not build trust, it also does not hold managers responsible for coaching people and helping them win. The managers responsibility is focused on sorting people out. When I was a college professor, I always gave my students the final exam at the beginning of the course and spent the rest of the semester helping them answer the...

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