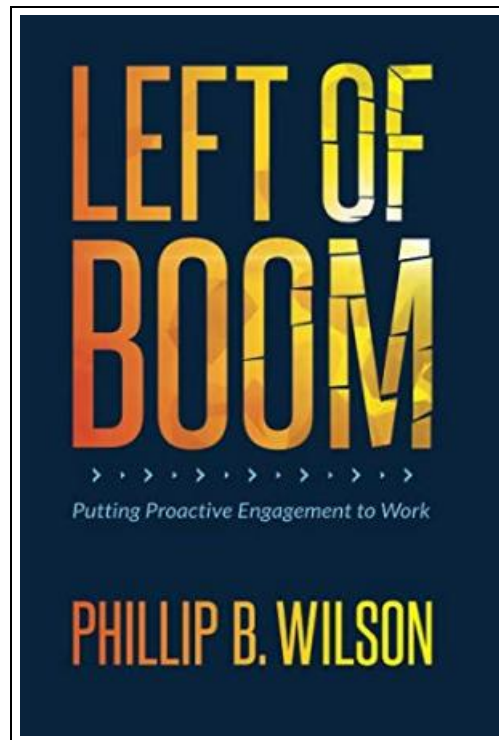


## Left of Boom: Putting Proactive Engagement to Work (Paperback)



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(Prof. Kacey O'Hara)

## LEFT OF BOOM: PUTTING PROACTIVE ENGAGEMENT TO WORK (PAPERBACK)



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Labor Relations Institute, Incorporated, United States, 2014. Paperback. Condition: New. Language: English. Brand new Book. Do you spend your days fighting one employee relations fire after another? It may seem like job security, but it is stressful and unproductive. The U.S. Army discovered in Afghanistan and Iraq that jumping from one fire to the next isn't just unproductive, it costs lives. Instead of reacting to "boom" events the Army learned that proactively working "Left of Boom" prevented tragedies and saved lives. This book provides a practical "how-to" guide to implement these important lessons in your company. The results would astound you. This book, like many others, is about transformation and change. My focus is on change in organizations; more specifically about transforming employee relations environments in companies that have recently won union organizing campaigns. Yet fundamentally its lessons are about moving any group from a state of negative energy to positive energy. Physics teaches that it takes a considerable amount of energy to change direction or momentum, much more than it takes to simply continue going in the same direction. The same thing is true with organizations. In organizations this means it is much easier to stay mired in negativity (complaining, second-guessing and undermining others) than to change direction and become positive. In my experience, when it comes to organizational change, the physics equations may be too optimistic. Once an organization has altered its course and achieved some positive gains, a new momentum is established. This creates momentum just as powerful as that which reinforced the negative environment. The goal of this book is to teach you some principles for creating this energy shift that is so elusive for some organizations. We often look for quick fixes and instant gratification. Give us something in a box that will solve all...



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