

Creating Authentic Organizations: Bringing Meaning and Engagement Back to Work

Robin Ryde, Lisa Sofianos
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Robin Ryde, Lisa Sofianos : Creating Authentic Organizations: Bringing Meaning and Engagement Back to Work before purchasing it in order to gauge whether or not it would be worth my time, and all praised Creating Authentic Organizations: Bringing Meaning and Engagement Back to Work:

Our identity is often bound up what we do at work. The work we do goes some way to describing who we are, what

we stand for and it reveals, in one dimension at least, a tangible and valued contribution that we make to the world. Authenticity in organizations matters more than ever. In today's complex and global economy it's more important than ever that we empower employees to bring their authentic selves to work. Doing so leads to increased innovation, productivity, more thoughtful risk-taking, a sense of responsibility and enhanced adaptiveness to change. Creating Authentic Organizations goes beyond the remit of authentic leadership and shows how the concept of authenticity can and should be applied to your organization. It offers a new management framework based on the freedom to operate, meaningful dialogue and a deep search for personal meaning at work; autonomy and the opportunity to make an impact is a key driver of productivity. With simple and powerful models and strategies to bring about workplace authenticity, this bold and cutting-edge approach will show you how to ensure more authentic dialogue and encourage open and meaningful discussion around threats and challenges. Creating Authentic Organizations gives you the tools to bridge the gap between the corporate persona and the authentic self, leading to greater employee engagement, well-being and organizational resilience.

"Creating Authentic Organizations is a must-read for any HR professional. The authors emphasize bringing meaning and engagement into the workplace; in essence, making more resilient organizations for the future. More than ever we need to create and sustain resilience in our workplaces; this book provides some very useful ideas, diagnostics and approaches."