



SuperTeams: Using the Principles of RESPECT™ to Unleash Explosive Business Performance (Business Books)

By Paul Marciano, Clinton Wingrove



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Build Teams That SUPER PERFORM Every Day

It may seem impossible at times but you can increase productivity, innovation, loyalty, and retention in your organization?dramatically. And it's a lot simpler than you think. In fact, it takes only one thing: RESPECT.

Carrots and Sticks Don't Work author Paul Marciano teams up with HR guru Clinton Wingrove to reveal their exciting new system for creating the kinds of teams that transform organizations. The secret lies in developing ordinary employees into highly engaged team members who, in turn, create powerful teams that make exceeding expectations their daily practice.

SuperTeams gives you the inspiration, tools, and evidence-based practices you need to kick your teams into overdrive--starting today. The system is composed of seven easy-to-implement elements:

- Recognition
- Empowerment
- Supportive feedback
- Partnering
- Expectations
- Consideration
- Trust

When you fuel your teams with RESPECT, amazing things happen. Employee engagement skyrockets, dormant creativity is unleashed, productivity increases--and profitability soars.

Filled with assessment questions, mini quizzes, and hands-on exercises, this engaging guide gives you everything you need in today's workplace--whether it's a small business operating in a traditional setting or a global corporation with team members in several locations.

Create a RESPECT-ful culture in your workplace and transform ordinary teams

into Super-Teams.

PRAISE FOR SUPERTEAMS:

"Today we must cultivate creative, productive, loyal, resourceful workforces. Sound impossible? With SuperTeams's original RESPECT Model, you have everything you need to build and motivate an engaged, highly effective organization." -- Marshall Goldsmith, author of the New York Times bestseller What Got You Here Won't Get You There

"Practical and valuable. Paul and Clinton provide methods to help create, motivate, and sustain SuperTeams that consistently deliver and exceed customer expectations." -- Michelle Mosolgo, Executive Director Enterprise Programs, Merck

*"**SuperTeams** conveys the extraordinary power of the RESPECT Model of team development. It should be read by everyone involved in creating or building teams." -- Herb Greenberg, PhD, CEO and founder, Caliper*

"Leaders form strategy and create strong and committed teams of talented and motivated people that produce extraordinary business success. Paul and Clinton have covered this critical aspect eloquently in their book. Ignore it at your peril!" -- Roger Phillips, former CEO, Iveco Ford Ltd.

"Marciano and Wingrove provide an indispensable guide for all team members and leaders seeking to create a SuperTeam and exceed their customers' expectations." -- Beverly Kaye, coauthor of Love 'Em or Lose 'Em: Getting Good People to Stay

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Editorial Review

About the Author

PAUL MARCIANO, PhD, is the leading authority on employee engagement and respect in the workplace. The author of *Carrots and Sticks Don't Work*, he earned his doctorate in clinical psychology from Yale University and has worked in the field of human resources for more than 25 years. Marciano's mission is to spread respect in the workplace--and the world. www.PaulMarciano.com

CLINTON WINGROVE, executive vice president at Pilat HR Solutions, is a strategic HR consultant specializing in behavior engineering. His career spans work measurement, automation of warehousing and logistics, and over 25 years designing integrated HR processes and technology.

Users Review

From reader reviews:

Jim Martin:

A lot of people always spent their particular free time to vacation or perhaps go to the outside with them friends and family or their friend. Were you aware? Many a lot of people spent that they free time just watching TV, or playing video games all day long. In order to try to find a new activity honestly, that is look different you can read any book. It is really fun for you. If you enjoy the book you read you can spent 24 hours a day to reading a reserve. The book SuperTeams: Using the Principles of RESPECT™ to Unleash Explosive Business Performance (Business Books) it doesn't matter what good to read. There are a lot of folks that recommended this book. These were enjoying reading this book. In the event you did not have enough space to deliver this book you can buy the actual e-book. You can m0ore effortlessly to read this book through your smart phone. The price is not to fund but this book provides high quality.

Ramona Wrenn:

Playing with family within a park, coming to see the sea world or hanging out with close friends is thing that usually you might have done when you have spare time, and then why you don't try thing that really opposite from that. A single activity that make you not sensation tired but still relaxing, trilling like on roller coaster you already been ride on and with addition details. Even you love SuperTeams: Using the Principles of RESPECT™ to Unleash Explosive Business Performance (Business Books), you are able to enjoy both. It is good combination right, you still wish to miss it? What kind of hang-out type is it? Oh can occur its mind hangout fellas. What? Still don't obtain it, oh come on its identified as reading friends.

Susan Larabee:

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Ugh, do you consider reading a book can really hard because you have to use the book everywhere? It fine you can have the e-book, bringing everywhere you want in your Cell phone. Like SuperTeams: Using the Principles of RESPECT™ to Unleash Explosive Business Performance (Business Books) which is getting the e-book version. So , try out this book? Let's observe.

Linda Harris:

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