

“Authentic Conversations

Moving from Manipulation
to Truth and Commitment

Jamie Showkeir and Maren Showkeir

Foreword by Margaret J. Wheatley
Author of Leadership and the New Science

”

Authentic Conversations Moving From Manipulation To Truth And Commitment

Clifford Lane



Authentic Conversations Moving From Manipulation To Truth And Commitment:

Authentic Conversations James Showkeir, 2008-09-08 In this groundbreaking new book Jamie and Maren Showkeir take something people typically think of as merely functional ordinary conversation and show how it can lead to a workforce that is engaged and energized or to one that is alienated and uninspired All too often workplace conversations create what the authors call parent child relationships People hide facts sugarcoat reality and claim helplessness to try to control the interaction and get what they want The Showkeirs demonstrate how we can move to honest and authentic interactions adult conversations that create increased commitment true accountability and improved business performance They offer examples of parent child and adult adult workplace conversations in a variety of settings and provide a hands on guide including sample scripts for dealing with a host of potentially difficult conversations

Authentic Conversations James D. Showkeir, Maren S. Showkeir, 2008-09-01 In this groundbreaking new book the Showkeirs take something people typically think of as merely functional ordinary conversations and show the power they have to create sustain and change the very nature of workplace culture Conversations can lead to an engaged and energized workforce or to one that is alienated and uninspired If you want to change the culture you must change the conversations All too often workplace conversations between managers and direct reports peer to peer or with external stakeholders create parent child relationships People hide facts sugarcoat reality and claim helplessness to try to control interactions and get what they want The Showkeirs expose the destructiveness of these manipulative conversations and demonstrate how we can move to honest and authentic interactions that create adult relationships By intentionally and thoughtfully changing conversations organizations will engender increased commitment true accountability and improved workplace performance Drawing on more than 25 years of experience as organizational consultants their book offers examples of parent child and adult adult workplace conversations in a variety of settings circumstances and industries They also provide a hands on guide including sample scripts for dealing with a host of potentially difficult conversations

Authentic Conversations goes to the heart of why so many people today are disengaged uninspired and uncommitted to their organization s success It challenges the conventional wisdom about managing people and sets out specific concrete ways to consciously make conversations the primary driver for change

Authentic Conversations James D. Showkeir, 2009-02-18 In this book we hope to create for you an awareness of how daily conversations create reveal sustain or change organizational culture We explore the significant role culture has in facilitating healthy relationships and creating business results Our premise is that true and lasting changes to organizational culture cannot occur unless people understand how traditional conversations stymie growth and erode commitment We explore the issues rooted in questions such as How does the organization move from a parent child culture to an adult adult culture How can you recognize the damage caused by manipulative conversations How can you learn to engage in authentic conversations based on collaboration and partnership How do you eliminate traditional leadership conversations aimed at caretaking and

control How can you engage people in ways that value their knowledge experience and contribution How can you create an organizational culture that maximizes the potential of the entire organization These questions and others addressed in this book are relevant to all organizations accountable for results today and in the foreseeable future Preface **The Spirit of Servant-leadership** Shann Ray Ferch,Larry C. Spears,2011 In *The Spirit of Servant Leadership* editors Shann Ferch and Larry Spears present an elegant and powerful approach to the nature of the leader follower dynamic with a specific focus on many of the most radical life affirming and transformative facets of the servant leader In essence *The Spirit of Servant Leadership* speaks to the soul of humanity by gathering a bright symphony of voices including some of the current thought leaders of contemporary leadership Among the many voices in this volume Peter Block questions the very nature of leadership and draws people to more deeply understand the subtlety humility and self transcendence required to develop one another individually and collectively Larry C Spears delves into the rich earth of holistic servant leadership and creates multidimensional growth and healing for the heart mind and spirit Margaret Wheatley calls people to deeply consider the interior formation of leaders that create greater transparency less command and control and more willingness to be sincerely changed by others James Autry unveils important truths about the process of insight involved in true servant leadership and Shann Ferch speaks to the nature of intimacy and the profound questions of forgiveness between people cultures and nations Robert Greenleaf former AT T executive and the contemporary founder of servant leadership said Behind every great achievement is a dreamer of great dreams *The Spirit of Servant Leadership* affirms people in all the complexity and nuance of the human endeavor and helps renew in readers the ability to dream great dreams *Authentic Conversations (Volume 2 of 2) (EasyRead Super Large 24pt Edition)* , *The Discomfort Zone* Marcia Reynolds,2014-10-13 Leaders coaches and mentors are charged with helping others to stretch their limits However few people enjoy hearing the messy and sometimes painful feedback it takes to overcome a personal obstacle Marcia Reynolds shows how to use the discomfort zone to help others grow not suffer *Unmistakable Impact* Jim Knight,2011 This book describes in simple terms exactly how schools should align and organize professional learning to ensure significant positive change in teaching and student learning The author s partnership principles a humanizing approach to professional learning apply to workshops intensive learning teams a focused form of professional learning communities and instructional coaching This is the first in a two volume series that is designed to provide a simple not simplistic framework and a set of tools for improving teaching in schools The second volume *The Big Four* was proposed last year *Corporate Reputation* Ronald J. Burke,Graeme Martin,2016-05-13 Increasing media scrutiny global coverage and communication via the internet means corporate reputation can be damaged quickly and failing to successfully address challenges to corporate reputation has consequences Companies generally suffer almost ten times the financial loss from damaged reputations than from whatever fines may be imposed According to Ernst Young the investment community believes up to 50 per cent of a company s value is intangible based mostly on corporate reputation So recognizing

potential threats or anticipating risks emerges as a critical organizational competence Organizations can regain lost reputations but recovery takes a long time Corporate Reputation contains both academic content along with practical contributions developed by those serving as consultants or working in organizations in the area of corporate reputation and its management or recovery It covers why corporate reputation matters the increase in reputation loss threats to corporate reputation monitoring reputation threats online and offline the key role of leadership in reputation recovery and making corporate reputation immune from threats Any book that is going to do justice to a subject that is so complex and intangible needs imagination depth and range and this is exactly what the contributors bring with them Restoring Sanctuary Sandra L. Bloom, Brian Farragher, 2013-02-14 This book explores the notion that organizations are living systems themselves and as such they manifest various degrees of health and dysfunction analogous to those of individuals Becoming trauma informed as a system means healing as a system and that frequently necessitates the repairing of deficits in basic social and political skills that are necessary for democratic practice in any setting Take the Lead: Full-Throttle Engagement Powered by Coaching Leta M. Beam, 2013-09-17 Do you ever find yourself wondering is this really the best that we can do together at work Too many of us are tired of feeling frustrated no matter what position you hold from the top of the organizational chart down we re either a child or a parent at work we re never doing enough we re always finding ourselves disappointed in each other There is help for these same old same old blues Take the Lead Full Throttle Engagement Powered by Coaching What is full throttle engagement It s recognizing the fundamental and very important role you play in your organization no matter what your position is It s caring about other people s success as much as we do about our own It s accepting responsibility for building and growing ourselves and each other Regardless of your title your position your salary or your grade level you are not just a ___ Find out what it means to lead from your seat and find out how fulfilling a work day can be when you Take the Lead

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