

## Best human resources books of 2007

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As a writer you will probably agree that there are books and then there are books! So what takes a book out of the easily forgotten pile and into the "I can't put it down" pile? Engaging narrative, clear case studies, concepts that stick and that special something that causes the reader to change gears in their thinking.

Sandy Asch in her book, *Excellence at Work*, printed by WorldatWork Press (2007), attacks a subject that is dear to all managers hearts, being excellence at work! This is a standard to which many aspire but not many deliver. Asch provides a framework for achieving excellence in the workplace and also the principles may be applied to your personal life.

Passionate and engaged workers meet and exceed company's goals and expectations. How do you motivate your workers to adopt an excellence mentality when there are so many pressures to produce more, better, faster and cheaper? The solution lies in building a culture within the organization that is passionately committed to excellence, characterized by high productivity, full engagement and inspired leadership.

The book is practical and logical in its presentation, providing leaders at every level with a "road map" of how to get the excellence culture on the road. There are six key principles outlined for creating what Asch describes as a "robust work environment in which employees communicate impeccably, pro actively solve problems, execute on priorities, bring out the best in each other, reignite their passion and have fun."

Moving away from the flashy concepts that run in one ear and out the other, Asch describes the principles as "the "glue" that makes human resources, training initiatives and business processes "stick" and produce lasting results."

Complete with case study examples, tools and strategies for implementing the principles in the workplace, the strategies taught can easily be applied to your personal life, making this book a worthy investment.

Here is what others had to say about this book:

"Integrating the Excellence principles into our day-to-day operations has helped us become recognized as one of San Diego's top employers."

Sarai Rodgers, Director, Human Resources, Modern Postcard

"Excellence at Work is a joy to read. It shows, clearly and succinctly, how to engage, inspire and retain employees who have a passion for excellence, thereby assuring your company's success in today's global marketplace. If you're serious about creating a culture of outstanding performance in your organization, buy it, read it and implement it! You won't go wrong if you do."

John J. Cotter, Group Chairman Vistage International, author of *The 20%*

*Solution: Using Rapid Redesign to Create Tomorrow's Organizations Today*, and board member of the American Institute for the Advancement of Leadership

"Sandy's 'Excellent Workplace Model' provides a viable road map and an excellent jump start to create a work environment in which every employee has a sense of pride, loyalty and belonging."

Jack Giles, CEO, REMEC Defense and Space, Inc.