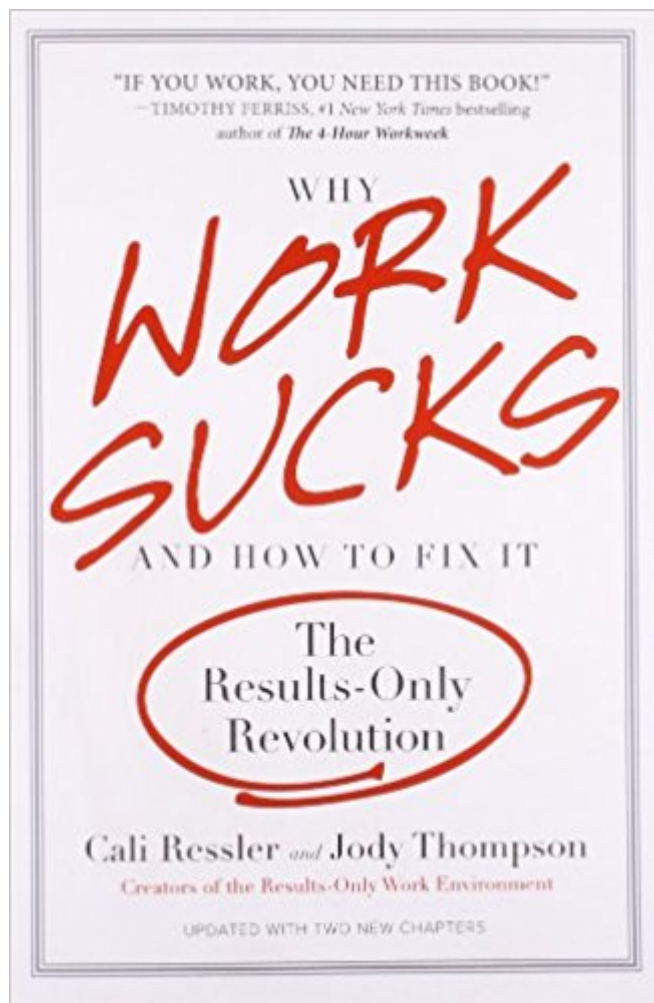


The book was found

# Why Work Sucks And How To Fix It: The Results-Only Revolution



## Synopsis

"This is like TiVo for your work." -BusinessWeek In a results-only workplace, employees can do whatever they want whenever they want, as long as the work gets done. No more pointless meetings, racing to get in at 9:00, or begging for permission to watch your kid play soccer. You make the decisions about what you do and where you do it. It sounds like a fantasy, but Cali Ressler and Jody Thompson are leading a movement to make it a reality, even implementing it successfully at best buy. They show how a Results-Only Work Environment not only makes employees happier, but also delivers better results. Filled with passion and common sense, their book will change the way you think about your job, your company, and your quality of life.

## Book Information

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## Customer Reviews

"If you work, you need this book! Cali and Jody share the secrets of the most radical workplace experiment the Fortune 500 have ever seen. Want 35% greater productivity while going to the movies on a Wednesday afternoon or taking Fridays off? Make the switch from hours to outcomes." -Timothy Ferriss, #1 "New York Times" bestselling author of "The 4-Hour Workweek" "ROWE is a chance for everyone to learn a better way to work. It encourages people to contribute rather than just show up and grind out their days." -Brad Anderson, CEO, Best Buy (from the Foreword) "Now, this changes everything. Buy this book. Act on what you read." -Cindy Froggatt, author of "Work Naked" "This is like TiVo for your work." -"BusinessWeek" "It is a fundamental shift away from 'face time' or 'chair time' to just one consideration: Did the employee get the job done?"

-*"Minneapolis Star-Tribune"* "The freedom, employees say, is changing their li

Cali Ressler and Jody Thompson are the founders of CultureRx, a company that promotes their belief that there is a better way to work. They met at best buy, where they first created the Results-Only Work Environment. --This text refers to an out of print or unavailable edition of this title.

So... a lot in this book changed how I think about managing employees. I had some preconceptions about whether a results only environment could work with the plans I had for mixing developers with different skill levels. I came away understanding how I plan to organize my company as we begin to expand. If you don't know anything about ROWE, pick up this book and read it. So, why only 3 stars? The concepts covered in the book could be covered in a magazine article. Most of the book felt like a rah-rah sales effort on why the results only paradigm is so amazing. I understand that some people will need a lot of pushing to get away from managing by seat warmth, but I bought the book; clearly I was already sympathetic. I ended up skimming most of it.

One good point made: a ROWE may look substantially the same as it did before; but a host of conversations and anxieties around time management are eliminated. In my experience people who delivered stellar performance largely were exempt from external time management or detailed supervision. Could it be that, those who have difficulty asking for liberty in their current environment have few compelling results to report? Could it be that, those managers who have difficulty answering people who ask for liberty are themselves not stellar performers? The discussions stirred by this book are stimulating and worth the effort.

This book is an eye opener for managers who always manage people based on time. Instead of time, managing by results ensures outcomes and also frees up people who can manage their time for their own better good. I recommend this book for people who are frustrated with no results from their team, have great attrition and always lose great talent. It is a radical approach verified at best buy and will transform businesses.

I worked for over 20 years in the 'grind' of corporate America. In that time, I've been lucky enough to have been sent to training and qualified in some of the greatest performance management systems, studying Deming, Developmental Dimensions, Continuous Improvement, Team Management and other management 'techniques'. ROWE is the first process that felt natural and wasn't a 'technique'.

After I read the book, I bought copies for my employees to read. I've bought copies for perspective employees as well. This book cuts the path for you to run a company that produces results by treating people how they wish to be treated - with respect.

I gave a copy to my CEO. My company is moving towards more remote work options, and I think the issue of "sludge" the author has pinpointed as counterproductive would be a great help in reducing negativity as employees work habits change.

This is a very interesting view of how to work in a new atmosphere from various locations. The title mentions something that many people hesitate to say and offers an alternative organizational style.

I think the content is alright, but it was generally pretty thin and wandering. There could be a shorter and more academic documentation about their approach, but this exists as Best Buy's case study.

I would love to see my company move to a ROWE. I feel like right we work in a 8-5+ whenever else you need to work to get the job done.

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