

MAKING WORK WORK

for Women Returners

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Challenges
Group

Making It Work

Louis Rouillion



Making It Work:

Making Working Relationships Work Helen Spencer-Oatey, Domna Lazidou, 2024-05-20 Effective relationship management at work is crucial for business success it affects employee performance and wellbeing as well as the recruitment and retention of talent Yet relationship management is demanding to handle well Professionals face a large number of challenges in the workplace that are relationship related ranging from upsetting or annoying incidents to loneliness and exclusion problems of criticism and opposition and unhealthy cultural atmospheres with inadequate psychological safety This book provides a powerful set of tools and concepts for leaders managers and employees of all levels to deal with relationship challenges at work with greater success It does not offer simplistic tips or easy fixes Rather it helps people address the challenges for themselves to read the context so that they can identify the factors giving rise to the people problems or risks they are facing Then they will be able to select the most suitable strategies for overcoming the challenges Part 1 introduces the issues at stake and the main factors affecting rapport at work Part 2 deals with key relationship challenges at work e g discord and disagreement exclusion uncooperative colleagues difficult bosses problematic employees and presents a suite of tools for addressing them The tools are all underpinned by an empirically robust conceptual framework the TRIPS rapport management framework Part 3 explains the TRIPS conceptual framework in more detail drawing particularly on psychological and pragmatic theories and findings on relationship management TRIPS is an acronym for the key factors that need to be taken into account when managing rapport the Triggers 6 key things people value in working relationships that give rise to rapport Reactions e g annoyance upset if not handled well during the Interactions what is said and done all of which are influenced by the People involved and by their situational contexts Settings Part 4 provides templates for the tools TRIPS concepts and strategies that readers can use and apply in their own contexts Authentic case studies are used throughout the book and are complemented by a range of activities The book will be valuable to a wide audience Professionals wanting to improve their own relationship building capabilities Learning and Development and HR practitioners who want to develop collaborative inclusive workplaces by helping leaders and colleagues with their relationship building skills Consultants who provide support in this area and would like a clear and robust framework for designing their development initiatives along with case study examples and follow up activities Students and scholars in the fields of pragmatics politeness and rapport theory and positive communication who would value the latest conceptual thinking in the field and handy access to key concepts

Making Work Visible Dominica DeGrandis, 2022-03-15 Today's workers are drowning nonstop requests for time days filled to the brim with meetings and endless nights spent heroically fixing the latest problems This churn and burn is creating a workforce constantly on the edge of burnout In this updated edition IT time management expert Dominica DeGrandis reveals the real crime of the century time theft one of the most costly factors impacting enterprises in their day to day operations Through simple solutions that make work visible

DeGrandis helps people round up the five thieves of time and take back their lives with time saving solutions Chock full of exercises takeaways real world examples colorful diagrams and an easy going writing style readers will quickly learn effective practices to create high performing workflows within an organization And now with this updated second edition readers will get more exercises plus a new afterword from the author featuring new learnings from the past five years The technology world and indeed the whole business world is moving at a pace faster than ever before and it shows no signs of slowing down Instead of consigning ourselves to the pressure cooker of the modern world it s time to elevate how we work It s time to level up our game It s time to make work visible

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