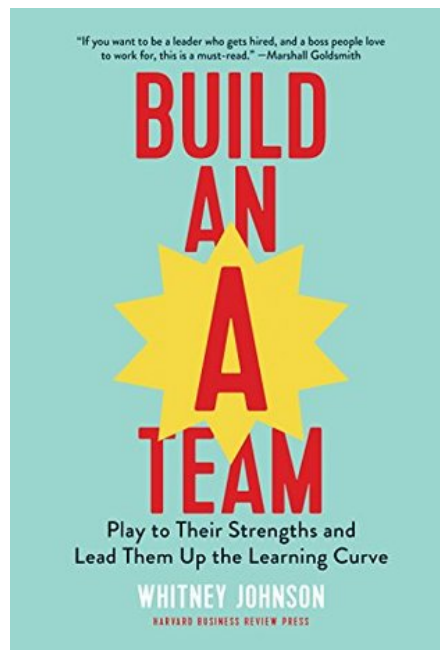




Build an A-Team: Play to Their Strengths and Lead Them Up the Learning Curve

Whitney Johnson

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What's the secret to having an engaged and productive team? It's having a plan for developing *all* employees—no matter where they are on their personal learning curves.

Better morale and higher performance happen through learning, argues Whitney Johnson. In over twenty years of coaching, investing, and consulting, Johnson has seen that employees need continuous learning and fresh challenges to stay motivated.

The best bosses know this, and they know how to make it happen by thoughtfully designing people's jobs around the skills they have today as well as the skills they'll need to be even more valuable tomorrow. That's how entire organizations stay competitive in an unpredictable, rapidly changing business environment.

In this book, Johnson explains how to become one of those bosses and how to build your A-team by:

Identifying what your employees already know and what they need to learn
Designing their jobs to maximize engagement and learning
Applying a seven-step process for leading each person up their learning curve

We all want opportunities to learn, experiment, and grow in our jobs. When our bosses work *with* us to help us leap to new challenges, the result is a team that knows how to thrive, no matter what the future holds.

Build an A-Team: Play to Their Strengths and Lead Them Up the Learning Curve **Details**

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From Reader Review Build an A-Team: Play to Their Strengths and Lead Them Up the Learning Curve for online ebook

Jean Pace says

Good to read even if you're not a manager

I enjoyed Whitney Johnson's last book, Disrupt Yourself and was excited for this one. To be honest, I hadn't realized who the intended audience was (managers and bosses). I am self employed and no one's boss so I wasn't sure this book would be the right fit for me. And in some ways it wasn't. But I was surprised to find that in many ways it was. As I read I got several good ideas and flashes of inspiration for my own business-- ideas where I could possibly help others, ideas about jumping into a less comfortable zone. The book was inspiring in thinking about careers, moving forward, upwards, sideways, or backwards, but moving and avoiding boredom. In fact, if i had to pinpoint what I liked about this book, that would be it. Avoiding boredom and trying fresh new things and ideas, even if you stay in the same field. It was a great read for anyone in big or small business. But also for anyone working and wanting to stay fresh and enjoy pushing themselves in different ways.

Ana Abdala M says

I loved this book. As a young manager, I have struggled dealing with my team especially in challenging environments. This book is not only motivating, but it gives you real techniques, based on psychology and actual investigations, so you can apply them and get the best out of your team. I have not read Disrupt Yourself, but it is the next one on my list. I enjoy the idea that disruption is something that everyone can do to be better.

Eric Brooke says

A good light read that talks about important leadership topics that others gloss over eg playing to the strengths of your people , understand the learning curve of each employee, consider potential and failure in both the job and recruitment

Karen says

I decided to read this book because I really loved Whitney Johnson's other books. This book, however, being all about building a team of employees was less applicable to me and so less interesting. I am not a manager or supervisor. I did read the book right as I was changing my own role at work as I had hit a plateau, so did relate to the idea of timing being important in achieving our highest productivity in a given role.

Rick Yvanovich says

Love the S curve analogy and totally agree with this approach.
This could be transformational for a lot of organisations to change to this.

David Lemayian says

My take away - the book is based around the core concept of engineering and managing a learning curve (an S curve that goes through the stages of inexperience, engagement, and mastery) for teams you recruit & supervise and would be a good addition/boost for any culture.

The trick, as with anything worth learning, is application. The conclusion is a broad summary titled "Getting Started". I would have loved to get templates or more tables to help organise actionable next steps but I suppose that's my responsibility at the end of the day.

And yes, this is a book worth re-reading to help with course-correction at every level. Just a caveat - implementation assumes little complexity (control on variables for growth and sustainability) and culture buy-in across the organisation.

Kelly says

The author is a wonderful speaker but I found this book to be light on substance and new insights. Super short book that can be read quickly.

Tomas Conefrey says

I have just finished listening to this audiobook and really enjoyed it and also learned a lot from it. Because it was audio I intend to listen to it again once I've looked up Whitney's website for some of the diagrams mentioned.

Stephanie Taylor says

Some great insights just when I needed them as I build a new team at work. Engaging and challenging at the same time, I am eager to disrupt my leadership style and work to become a talent developer.

Myra says

This is the in the top 5 best business/personal development books I've ever read.
