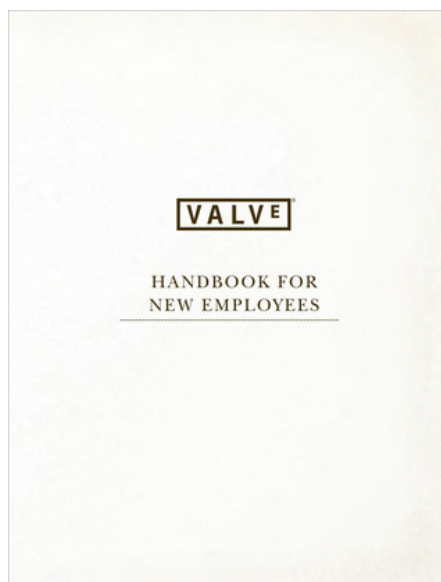




Valve: Handbook for New Employees

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Valve: Handbook for New Employees Valve

In 1996, we set out to make great games, but we knew back then that we had to first create a place that was designed to foster that greatness. A place where incredibly talented individuals are empowered to put their best work into the hands of millions of people, with very little in their way.

This book is an abbreviated encapsulation of our guiding principles. As Valve continues to grow, we hope that these principles will serve each new person joining our ranks. If you are new to Valve, welcome. Although the goals in this book are important, it's really your ideas, talent, and energy that will keep Valve shining in the years ahead. Thanks for being here. Let's make great things.

Valve: Handbook for New Employees Details

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From Reader Review Valve: Handbook for New Employees for online ebook

Vladimir Miguro says

It's not a book in a normal sense but a parallel reality for a white collar.

Suraj says

Stumbled upon this very randomly and even though the book is meant for new employees of Valve, it's a good read for anyone who has been playing games by Valve. I have been a fan since Half Life till DOTA 2 and it was nice to know how they do what they do inside Valve. The book is a fun out-take rather than being a word-to-word manual. A good read for any Valve fan.

Michael Scott says

Valve's Handbook for New Employees is a wonderful company work statement in an extremely competitive industry (computers, software design and engineering, entertainment software, computer and video games). Valve is a leader of the PC gaming industry, with its own excellent games (Half-Life, Portal), great support for modders (Counter-Strike) and the indie community, and innovations in the gaming industry as a whole (esp. distribution channels such as Steam for PC games). With this booklet, Valve presents a refreshing statement of how big business in creative industries can be organized. The main message is that a flat organization, carefully managed and with a focus on top individuals who may be friends or rel, can deliver excellent results. A must-read for startups in the gaming industry.

Christian Jespersen says

It seems so obvious, yet the thinking of this book, is rarely seen.

Employees are a company's most valuable asset, and also has the highest potential of adding more value to the company, if the company invests and nourish their employees.

An employee should do what gives most value to the company, not necessarily what is on their to do list.

If you work somewhere and you find yourself working with tasks you don't feel is what you can do best, the company you work at, is blocking you from working with something that good benefit the company more. It is not your fault, it is the setting, and probably hierarchy of the company you work at, who is at fault.

This free, short manifesto is a must read for all managers and people, who think they could be more valuable to the company, than they currently are.

Elwirka says

Suprising attitude to employee policy, that even works in that large company. Short lecture that broads one's horizons.

Penney says

Great concepts. Wheels to move - not just for the sake of moving but to co-locate with those you're teaming with (versus the isolation and loneliness I'm hearing some people are experiencing with my workplaces new age workspaces). Being in a constant state of choosing what you work on (which includes asking yourself where you can bring the most value to the customer and telling people who you are, what you do and what you care about) or recruiting others to work on your bright idea. Like it.

Thomas says

Here's the thing: this is not a book, in the normal sense, but it should be studied carefully, nonetheless. This is, from what has been suggested around the internet, the basic guide that's given to new hires at Valve, a well established and successful entertainment (i.e., games) software company (though, they are apparently about to break out of just being a software company). It describes the somewhat unique structure Valve uses for its company hierarchy, direction and community. I won't give away and spoilers by describing how Valve works (come on, it's talked about all over the place, anyway!), but I admire their approach and plan to keep a close eye on their longterm success (they've already been around since 1996, so you could say they've already accomplished success). If you want to get ideas about how a non-traditionally structured company can work, this is one to read and learn from. It probably won't work everywhere (I'm not sure if a very large company could do this, for instance), but that's really a matter for debate and, ideally, trial in the real world.

Stefka Koseva says

Good book and really well explained pro and cons of the company culture. I'd used it for example for making similar one for the company I am working for. It is useful not only for Valve's employees, but also for future start up founders.

Robson Castilho says

It's not a real book afterall. It's a guide Valve has made to new employees to help them know some key values and its organizational structure.

It shows a very fascinating mode of running a company (some people may think it's impracticable). A must-read for everyone who wants to make the difference!

Ibnu Triyono says

This book will show you how valve work. It might surprise you.

Kaila says

I love the internet. This is an employee handbook and it has over 20 reviews (in 2017, when I wrote this). That is so amazing. Thank you, the internet, you brightened my day.

Tamas Kalman says

Too good to be true - truly Utopian, except it's real. I hope this flat model will spread out and replacing the old fashioned, super inefficient and miserable post-feudal-industrial corporate hierarchies worldwide. I'd highly recommend to read this book with The New KingMakers. The New Kingmakers

Maurício Gardini says

This is not a book, but a guide to new employees (As its name states). It shows that Valve has quite a peculiar and interesting corporate organizational structure.

Adam says

Fascinating corporate organizational structure.

Howl says

Best employee manual ever. Every HR group should seriously take a good look at how Valve was able to simplify things and get rid of the white elephant in employee engagement.
