

Franck Martin

Managez humain, c'est rentable!

Comment
humaniser
les relations
professionnelles

Préface de
Raymond Domènech
Postface de Guy Maugis



de boeck

Matériel protégé par le droit d'auteur

Managez Humain Cest Rentable Comment Humaniser Les Relations Professionnelles

Laurent Château



Managez Humain Cest Rentable Comment Humaniser Les Relations Professionnelles:

Le leadership conscient : Guide pratique pour diriger en pleine conscience Janice Marturano, Catherine Verhaeghe, Sébastien Henry, 2018-03-30 La complexité et le rythme incessant de notre monde imposent un niveau d'exigences exceptionnel aux dirigeants d'aujourd'hui. Ils ne managent pas leur peine, travaillent avec acharnement et pourtant ils ont souvent le sentiment de ne pas atteindre le niveau d'excellence escompté, se sentent déconnectés de leurs propres valeurs et ont le sentiment qu'il manque quelque chose. Janice Marturano, ancienne dirigeante, explique dans cet ouvrage comment le leadership conscient intègre la pratique de la pleine conscience, méditation et conscience de soi avec les outils pratiques du management, donnant ainsi la possibilité aux dirigeants de disposer d'un éventail plus large de leurs capacités pour relever les défis auxquels ils sont confrontés. Nous savons déjà grâce aux études scientifiques que la pratique de la pleine conscience améliore la santé psychologique ainsi que la clarté d'esprit et la concentration. Cet ouvrage montre aux dirigeants comment le leadership conscient leur est bénéfique. Ce n'est pas un nouveau système de leadership, ajouter la charge des dirigeants déjà surmenés. Il intègre le concept de pleine conscience dans la vie de tous les jours au moyen d'exercices pratiques pour répondre aux questions quotidiennes : l'agenda, le planning, le téléphone, les réunions, les tâches, mener les stratégies, développer ainsi que les difficultés interpersonnelles comme l'écoute et le travail avec des collègues difficiles. Les dirigeants ayant expérimenté le leadership conscient rapportent qu'il leur a fourni une expérience transformative avec des améliorations considérables dans l'innovation, la conscience de soi, l'écoute et les prises de décisions. En exposant avec brio ses techniques reconnues de leadership conscient, Janice Marturano contribue à promouvoir la pleine conscience dans la vie professionnelle des dirigeants surchargés.

L'entrepreneur face à l'entreprise en difficulté Sébastien Lemeunier, Jean-Philippe Robic, 2015-06-10 **Management, formation et travail en équipe** Robert Stahl, 2013-03-05 Comme par hasard, notre système éducatif continue sa descente inexorable dans les palmarès internationaux. Comme par hasard, nos organisations se trouvent confrontées à trouver des économies et des gains de productivité par une quête désespérée de solutions technologiques de plus en plus complexes, dans lesquelles ensuite elles se perdent. Comme par hasard, nos sociétés occidentales ont de plus en plus de mal à trouver un modèle social gagnant-gagnant. Et si il n'y avait pas de hasard ? La plupart des spécialistes de l'éducation et de la formation s'efforcent avec acharnement d'un modèle trop exclusivement fondé sur les connaissances. De même, les entreprises nous promettent frénétiquement en tant que managers des experts qui ont réussi, mais qui se trouvent ensuite en difficulté quand il s'agit de sortir de leur expertise initiale. Trop souvent, on construit une équipe sur des talents individuels qu'on se contente ensuite de juxtaposer. Et si nous remettions en cause tout cela ? Il en est encore temps. Nos méthodes cloisonnées de réflexion, enseignants et managers ne sont pas en grande partie des praticiens d'un même métier, faire vivre un collectif pour développer des apprentissages au service de la société. Il existe des réponses simples pour changer la donne. L'auteur les a trouvées en faisant son propre chemin dans le monde de la formation, jusqu'à créer et diriger une école d'ingénieurs qui forme autrement, puis dans le monde du management.

en devenant coach de managers et d'equipes qui fonctionnent différemment. Il convoque également des spécialistes de la pédagogie du coaching et de l'intelligence collective qui confortent sa réflexion. Il nous invite ainsi à trouver nos propres clés pour nous prendre en main sans attendre. L'ouvrage s'adresse tant aux enseignants et formateurs qu'aux managers et dirigeants d'entreprises et d'organisations. Il intéressera également les consultants et les coaches amenés à accompagner des organisations et des équipes, les parents, les bénévoles d'associations et toute personne qui veut dynamiser le travail en équipe.

Faites du Temps votre allié ! Quick Response Manufacturing Rajan Suri, 2014-04-18. Faites du Temps votre allié. Quick Response Manufacturing (QRM) est une stratégie globale qui fait de la variabilité un avantage concurrentiel. L'objectif prioritaire est la réduction de tous les délais de l'entreprise, en interne et en externe, pour concevoir et fabriquer rapidement des produits et répondre aux besoins spécifiques des clients. Plus de 300 entreprises ont réduit les délais globaux de 80%, diminué les coûts de 25%, amélioré la qualité et le service client et donc gagné des parts de marché. L'approche QRM engage les équipes dans une dynamique collaborative qui cultive la polyvalence, l'esprit d'entreprise et l'agilité. Cet ouvrage s'adresse aux dirigeants d'entreprise, directeurs et responsables financiers, industriels, production, logistique, achats, méthodes commerciales et ressources humaines.

Transmission d'entreprises Benoît Tas, Jacques Vandersanden, 2013-07-16. Gérer votre entreprise c'est aussi assurer la gestion de sa transmission. Ce manuel pratique s'adresse prioritairement aux responsables de PME confrontés à la transmission de leur entreprise. Chaque étape de l'exposition des éléments théoriques de base sont expliqués puis appliqués dans le cadre d'un cas transversal adapté aux réalités de terrain. La littérature existante dans ce domaine, tant fortement orientée vers les aspects financiers et fiscaux et souvent destinée non pas aux entrepreneurs mais aux professionnels comptables et juridiques, les auteurs traitent ici de façon approfondie et pratique des aspects de stratégie et de gestion et offrent ainsi aux entrepreneurs des outils pour leur permettre de réussir la transmission de leur entreprise : identification des générateurs de valeur, réalisation d'un plan stratégique et d'une projection financière, bases de la valorisation d'une entreprise, techniques de valorisation et leur application.

La Tao-entreprise Laurent Château, 2014-03-07. Et si on pouvait soigner l'entreprise, baisser les ventes, baisser de la qualité, conflictualité comme un corps humain par la médecine traditionnelle chinoise (MTC) d'entreprise ? Et si on pouvait motiver les salariés par l'adhésion, un projet supérieur et fédérateur ? Et si on pouvait manager par l'harmonie et par un supplément de sens et d'utilité ? Et si on pouvait améliorer la performance globale, innovation, collaboration, ouverture au changement, productivité et la pérennité des entreprises par les enseignements de la sagesse taoïste et de la nature ? Taoisme d'entreprise. Et si les nouveaux modèles d'entreprise occidentaux préfiguraient la Tao-entreprise de demain ? Et si les entreprises prenaient leur part du monde pour ouvrir la fabrication d'une société meilleure ? Voici quelques questions auxquelles répond la Tao-entreprise, l'aide d'exemples et de cas concrets. Innovante et capotante, elle rebat les cartes de ce que l'on prenait pour des évidences en abordant de nouveaux concepts de la sociologie des organisations en apportant aux décideurs et aux managers des outils ou des concepts inédits et opérationnels comme le Business Sens, la Pyramide du Tao, le Smart Tao, la Tao.

gouvernance la Tao organisation le Tao management le modèle POOC la synergie l'harmonie l'écologie le Tao business grid etc. bout de souffle et sans boussole nos économies concurrentielles et mondialisées ont besoin de nouveaux repères nos entreprises de nouveaux leviers de performance nos salariés de nouvelles raisons de se motiver. La Tao entreprise se propose de les aider trouver ces nouvelles clés ouvrir de nouvelles voies partir de la nature bienveillante et performante qui sommeille en chaque homme et en chaque décideur. **Managez humain, c'est rentable !** Franck Martin F.

(Congruences), 2008-01-14. **Managez humain c'est rentable** tient les promesses de provocation de son titre et chappe aux conventions du genre. Cet ouvrage attire l'attention sur un monde professionnel qui se perd parfois lui-même force de perdre tout sens humain. Pas de discours formel mais des histoires vraies des expériences dont on tire des outils pratiques. Sincérité liberté de pensée style anti ampoul respect c'est le ton qui est donné. L'auteur ne se tient pas une pensée unique mais explique synthétise reformule vulgarise marketing systémique management classique école de Palo Alto pour en venir à la construction de ses propres convictions et modèles. Ce livre présente une démarche de changement part logique humaine opérationnelle. Mais aussi un lan Il est un cri du cœur devenu raisonnement. Une vision et des outils salutaires en ces temps où il est vital de savoir s'adapter. Ce livre est ne surtout pas réserver aux initiés. Il touchera étudiants et professeurs de communication de stratégie professionnels du management chefs d'entreprise mais aussi tout un chacun fervent de pensée multiple. **Managez**

humain c'est rentable ! Franck Martin, Raymond Doménech, Guy Maugis, 2016-12-30. **Managez humain c'est rentable** tient les promesses de provocation de son titre. Il chappe aux conventions du genre. Cet ouvrage attire l'attention sur un monde professionnel qui se perd lui-même force de perdre tout sens humain. Le management humain pour ne pas dire humaniste est empreint de bienveillance de respect et d'altruisme des mots trop souvent étrangers au monde du travail. Vous découvrirez des histoires vraies des expériences dont on tire des outils pratiques. Sincérité liberté de pensée style anti ampoul respect c'est le ton qui est donné. Ce livre est aussi un lan. Franck Martin bouscule les idées reçues réussir c'est avant tout créer un climat de confiance surtout dans le cadre de projets stratégiques ou vitaux. L'habitude vous amène naturellement traiter les organisations les reportings en tous genres les processus et les organigrammes. Il est un cri du cœur devenu raisonnement. Une vision et des outils salutaires en ces temps où il est vital de savoir s'adapter de savoir apprécier sa juste valeur la force de l'humain avant le pouvoir du bénéfice. Ce livre est mettre entre toutes les mains. Il touchera professionnels du management chefs d'entreprise étudiants et professeurs de communication de stratégie mais aussi tout un chacun fervent de pensée multiple et désireux de manager humain attirés par la chaleur ajoutée avant la valeur ajoutée.

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