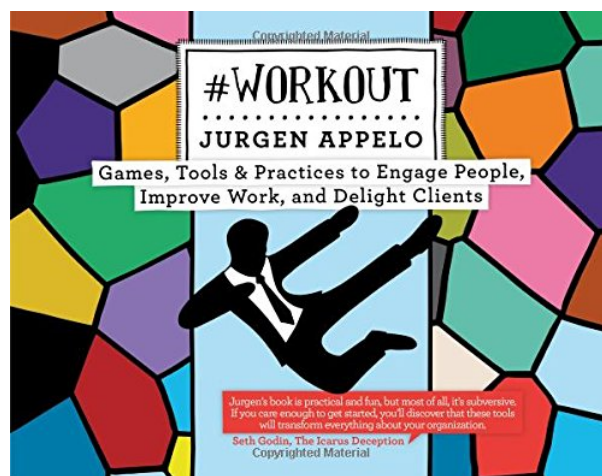
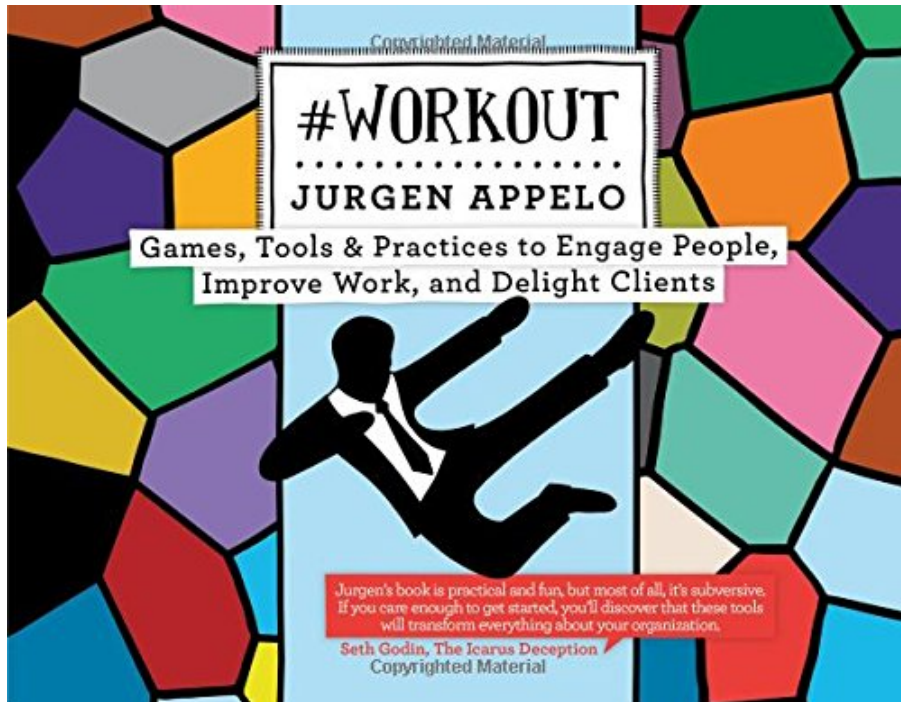


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## Review

Jurgen's book is practical and fun, but most of all, it's subversive. If you care enough to get started, you'll discover that these tools will transform everything about your organization. --SETH GODIN, author of *The Icarus Deception*

Brilliant, counter-intuitive, and creative approach to management. Very insightful and humanistic. Highly recommended! --DEREK SIVERS, Founder of CD Baby, TED speaker, author of *Anything You Want*

In our always-on, real-time world, the nature of work has changed, potentially for the better. While people can be more autonomous and more productive, they can also self-destruct easier. Jurgen tackles these important changes in his fun and interesting book. --DAVID MEERMAN SCOTT, bestselling author of *The New Rules of Marketing and PR*

## About the Author

Jurgen Appelo is pioneering management for creative organizations. In 2014, Jurgen was rated #40 management & leadership expert in the world, and a top 100 great leadership speaker, by *Inc.* magazine.

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This is definitively the most colourful book on management I have ever seen. Karl Leu, Switzerland I'm in love with it! The most beautiful and engaging business book ever! Vasco Duarte, Finland I felt like changing my life after each chapter. Sergiu Damian, Romania About the book "Can our organization be a little bit more like Pixar, Spotify, Netflix, Zappos, Virgin, Valve or IDEO? Is there something I can do to get a better company culture? Better collaboration? Better management?" The book #Workout offers concrete games, tools, and practices for all workers so they can introduce better management, with fewer managers. It addresses many common questions, such as:

- How can we measure team performance?
- How can we decide on salaries and bonuses?
- How can we define job titles and career paths?
- How can we replace performance appraisals?
- How can we motivate our workers?
- How can we change the organization s culture?

In modern organizations, people are expected to be servant leaders and systems thinkers , but nobody explains exactly how to do this on a Monday morning. Empowering workers and delighting customers is crucial, but it s not concrete. Managers, and everyone else, need to know how because most organizational problems are management problems. Management is too important to leave to the managers! This book offers you:

- Serious games to help improve organizational culture
- Simple practices that increase employee engagement
- Creative stories that inspire teamwork and collaboration
- New ways to achieve team accountability and responsibility
- Easy workout exercises to make the business more agile
- Modern tools that enable people to enjoy a happy Monday

When you implement the games, tools, and practices in this book, you can move the organization toward better management with fewer managers. Guarantee If, for any reason, you are unsatisfied with this book, then please send a private message to Jurgen's email address, Facebook- or Twitter-account, within one year of purchasing the book. Jurgen will immediately refund your purchase. No questions asked. Think of it as a one-year warranty! What readers say This book by Jurgen Appelo is both beautiful and valuable. I call it art! Stefan Wunder, Germany #Workout by Jurgen Appelo is one of the most practical management books I've ever read. Highly recommended! Lee Winder, United Kingdom A must-read not only for managers, but also for everyone in the organization. Lemi Orhan Ergin, Turkey Reading Management 3.0 #Workout makes me feel like I have finally arrived in the 21st century! Ivo Peksens, Latvia

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- 470 pages

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Brilliant, counter-intuitive, and creative approach to management. Very insightful and humanistic. Highly recommended! --DEREK SIVERS, Founder of CD Baby, TED speaker, author of *Anything You Want*

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#### Most helpful customer reviews

0 of 0 people found the following review helpful.

Great set of tools and techniques for everyone

By Scott North

I am writing this review whilst lying on the coach having finished this book during a full day of heavy rain and no real ability to exercise. I am a little tired as it is 11:30pm, but feel motivated having finished this great book.

This is a great book to read for everyone who works in any organisation. The chapter on performance appraisals was one I immediately shared with my team.

What was most amazing was as soon as I shared it a member of the team sent an email response using the exact techniques of the chapter (I.e. setting context just as I did with this review).

I truly encourage everyone to read this book. Of course not all sections and concepts are for everyone, and that will be up to each of us to decide.

7 of 7 people found the following review helpful.

This book can turn around your company

By Janis Bode

This book is a collection of exercises which can be independently read and applied. I first came across some of it's practices in a workshop with the author in 2014 and was excited about many of the ideas. After having returned to work, the first thing I did was to try and use a technique called "delegation boards" on some senior managers that had spent days talking about who was supposed to be responsible for what. This technique solved their issue in an hour.

Of course, this stunning success got me excited to try out more and so I got the book.

The different chapters are short and concise reads, visually appealing and always very well referenced - the latter unfortunately seems to be a rare virtue these days. Most importantly though, each chapter ends with a

step-by-step description, making the synthesis for you so you can just try it out and see what happens. This makes application, usually one of the biggest challenges, incredibly easy.

What I personally really enjoy is, that it is a loosely coupled collection of techniques, not a "bible" or "dogma" that you need to follow like many other management books are. The author suggests ideas and how to implement them but leaves room for flexibility and adaption.

By now we have implemented some more techniques described in the book and will continue to try out.

Get this book if you want to equip your company with management ready for the 21st century, it is one of the very few management books in the past years I have bothered to read till the end.

5 of 6 people found the following review helpful.

Great management book for managers in an Agile company (or ...

By Jeroen van Hertum

Great management book for managers in an Agile company (or wanne be Agile company).

It's not just a book with nice ideas, but there are also many hand-on examples. We started implementing several practices from the book with very good results.

My big question was "What should I do as a manager, while my teams practice SCRUM and are self-managing?"

And with the book(s) and workshops of Jurgen I got many good directions.

See all 147 customer reviews...

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