



SuperTeams: Using the Principles of RESPECT™ to Unleash Explosive Business Performance

Paul Marciano, Clinton Wingrove

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Build Teams That SUPER PERFORM Every Day

It may seem impossible at times but you can increase productivity, innovation, loyalty, and retention in your organization—dramatically. And it's a lot simpler than you think. In fact, it takes only one thing: RESPECT.

Carrots and Sticks Don't Work author Paul Marciano teams up with HR guru Clinton Wingrove to reveal their exciting new system for creating the kinds of teams that transform organizations. The secret lies in developing ordinary employees into highly engaged team members who, in turn, create powerful teams that make exceeding expectations their daily practice.

SuperTeams gives you the inspiration, tools, and evidence-based practices you need to kick your teams into overdrive--starting today. The system is composed of seven easy-to-implement elements:

Recognition
Empowerment
Supportive feedback
Partnering
Expectations
Consideration
Trust

When you fuel your teams with RESPECT, amazing things happen. Employee engagement skyrockets, dormant creativity is unleashed, productivity increases--and profitability soars.

Filled with assessment questions, mini quizzes, and hands-on exercises, this engaging guide gives you everything you need in today's workplace--whether it's a small business operating in a traditional setting or a global corporation with team members in several locations.

Create a RESPECT-ful culture in your workplace and transform ordinary teams into Super-Teams.

PRAISE FOR SUPERTEAMS:

"Today we must cultivate creative, productive, loyal, resourceful workforces. Sound impossible? With SuperTeams's original RESPECT Model, you have everything you need to build and motivate an engaged, highly effective organization." -- Marshall Goldsmith, author of the New York Times bestseller What Got You Here Won't Get You There


"Practical and valuable. Paul and Clinton provide methods to help create, motivate, and sustain SuperTeams that consistently deliver and exceed customer expectations." -- Michelle Mosolgo, Executive Director Enterprise Programs, Merck

"SuperTeams conveys the extraordinary power of the RESPECT Model of team development. It should be read by everyone involved in creating or building teams." -- Herb Greenberg, PhD, CEO and founder, Caliper

"Leaders form strategy and create strong and committed teams of talented and motivated people that produce extraordinary business success. Paul and Clinton have covered this critical aspect eloquently in their book. Ignore it at your peril!" -- Roger Phillips, former CEO, Iveco Ford Ltd.

"Marciano and Wingrove provide an indispensable guide for all team members and leaders seeking to create a SuperTeam and exceed their customers' expectations." -- Beverly Kaye, coauthor of *Love 'Em or Lose 'Em: Getting Good People to Stay*

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