



If Not You, Who? Cracking the Code of Employee Disengagement (Second Edition)

Jill Christensen

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Like you, employee engagement expert and author Jill Christensen knows that the most successful companies in the world have the highest levels of employee engagement. Then why is culture put on a back burner? Why is it managed via an annual survey? Why is one group - Human Resources - tasked with championing this critical area alone?

With three decades of executive coaching, speaking, and most importantly, real-life, in-the-trenches global Fortune 500 business experience, Jill's view is radically different. She shares with readers that although HR "owns" culture change, they do not own culture change. Employees will not re-engage unless senior leaders and supervisors fundamentally change the way they manage the company and their teams.

Companies in the top tier of employee engagement outperform their peers by 147 percent in earnings per share and have a 90 percent better growth trend than their competition. However, 70 percent of workers are disengaged, sleepwalking through their day and giving you zero discretionary effort.

How do you inspire employees (yes, even Millennials) to get off the sidelines and get into the game? Jill Christensen has uncovered four simple principles to turn your disengaged workforce into a unified high-performing team, and the four leadership traits you need to successfully lead culture change.

By cracking the code of employee disengagement, you will:

- Increase company performance and profits.
- Increase customer satisfaction.
- Increase employee productivity and retention.
- Decrease quality defects, safety incidents, theft, and absenteeism.

The first edition of *If Not You, Who? Cracking the Code of Employee Disengagement* is an Amazon best-seller and was released in March 2016.

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