

Make It Matter: How Managers Can Motivate by Creating Meaning

Scott Mautz

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Scott Mautz : Make It Matter: How Managers Can Motivate by Creating Meaning before purchasing it in order to gauge whether or not it would be worth my time, and all praised *Make It Matter: How Managers Can Motivate by Creating Meaning*:

1 of 1 people found the following review helpful. A leadership powerhouse and a must read for anyone wishing to derive more meaning from their work and organization! By L. Ferial like how it empowers the individual with tools and principles to improve his/her organization and inject more meaning and happiness into the workplace. It's both a refreshing and a completely different point of view versus other books on the subject I have read. The advice is easy to digest, understand and implement. I have personally seen these principles work in action, since I worked in Scott

Mautz's organization for many years. He took a rigid and process-obsessed culture and injected meaning, the concept of leaving a legacy and eliminated complexity that enabled his people to deliver amazing results and have fun while doing it. His philosophy works to the extent that I still run into other people that worked in his organization and they, to the person, recount the time as one of the best in their career - due to the quality of the relationships that were built and the barrier-busting process that was utilized. Those philosophies, along with advice and examples from other illustrious leaders in the industry, makes this book into a leadership powerhouse and a must-read for anyone wishing to derive more meaning from their work. 0 of 0 people found the following review helpful. Ok but seems to be more lofty than specific. By M. Cooper Didn't finish reading, I was looking for information specific to how to solve problems in the work force other than generalist ideals. A lot of words that could have been condensed into half the size. I usually finish a book if the content is thought provoking. ...this one became boring quickly. 0 of 0 people found the following review helpful. This book is the REAL DEAL!!!! By M. Mallew What a GREAT book - honestly, it may be the best business book I've ever read. Incredibly inspiring and yet supremely practical. I read this and felt uplifted and updated at the same time! I feel like I will be a better leader for having read this, and a much more fulfilled person - no book has ever made me feel this so strongly. The central premise is a doozy - it's not pay, perks, or promotions that motivates in a truly sustaining matter, it's meaning! I think about myself when I'm working with a great sense of significance and it's so spot on - I really do feel at my most motivated and like I accomplish anything in such times. Mautz really is onto something profound here with this premise. What makes this a true book for the ages though, isn't just it's central premise (which by the way is THE premise for today's millennial worker). It's the combination of the premise along with the fascinating stories, the very insightful advice and ideas, and the professional writing style that makes this all work together so well. You find yourself saying - wow, this guy can write, and think! After I finished this book I counted - I had 42 yellow post-it notes stuck in different places so I could go back and think more about what the author said, and how I could apply to my managerial style, and life. If I could give this book 6 stars, I would - worth 10 times what I paid!

The startling truth is that 70% of the workforce is disengaged - their bodies may put in long hours, but their hearts and minds never punch in. You may even be one of those that's searching for ways to make work really work for you. This is a terrible dilemma for organizations trying to motivate employees to do more with less. So how to motivate the disengaged, and further engage the engaged? It's not pay, perks, or promotions. The answer is to foster meaning at work, that is, give work a greater sense of personal significance, and thus, make work matter.

Soundview BusinessBooks has named Make It Matter a "Book to Watch" in 2015! From the Author What a journey. As I've told many, Make It Matter was not written by sitting back in my office and musing, "I wonder what truly motivates workers?" The book is based on 6 years of intense research. Scores of sociological, psychological, and organizational behavior studies from top universities, interviews with many top level executives (as well as mid-level and frontline workers across a range of great companies to work for), case studies, stories, thousands of discussions from over a decade and a half of keynote and consulting experience, and statistical modeling that incorporates millions of employee data points gathered in a massive workplace performance study. No, this was not written lightly. But I hope you'll find it a spry read.