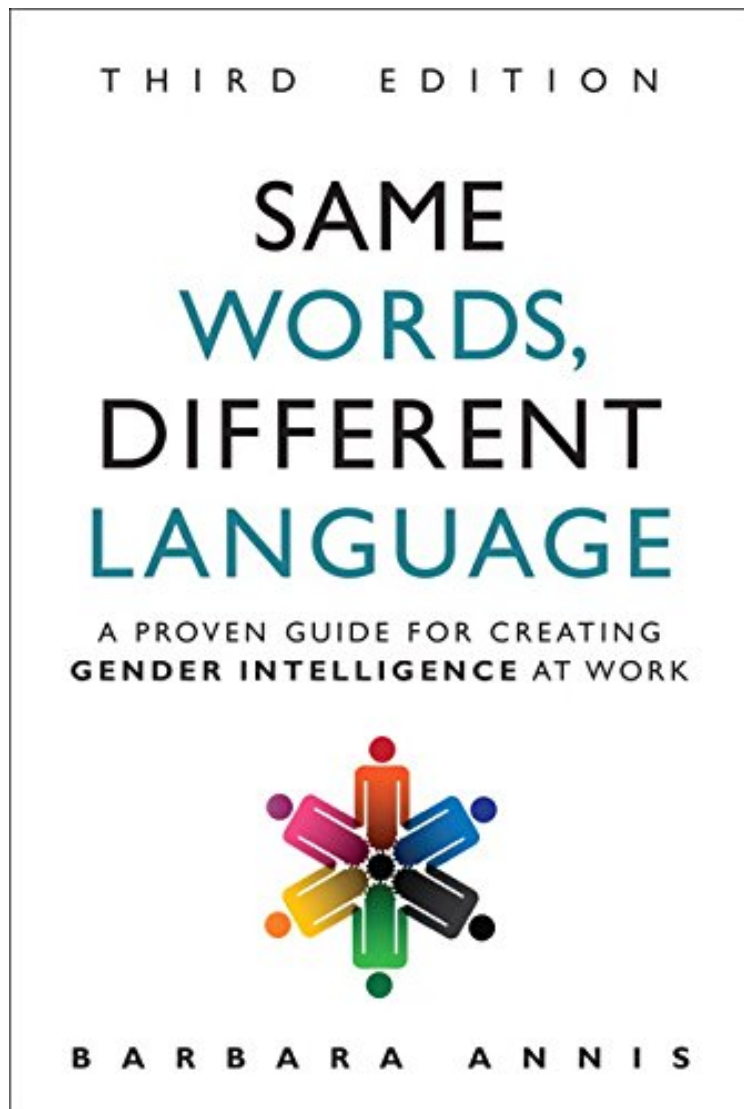


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## Same Words, Different Language: A Proven Guide for Creating Gender Intelligence at Work (3rd Edition)

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**Barbara Annis : Same Words, Different Language: A Proven Guide for Creating Gender Intelligence at Work (3rd Edition)** before purchasing it in order to gage whether or not it would be worth my time, and all praised Same Words, Different Language: A Proven Guide for Creating Gender Intelligence at Work (3rd Edition):

1 of 1 people found the following review helpful. Insightful, practical approach to solving misinterpretationsBy Cheryl AlexanderI love this book. We are known for our expertise coaching and developing high performance women. Barbara's book provided new insights into common misinterpretations of actions and words. These topics are seldom addressed in such a practical manner - instead the tendency is to shake our heads and say - "is that still going on?" A good balanced read for men and women alike.I regularly recommend it.Cheryl Alexander Stearns[...]1 of 1 people found the following review helpful. A VERY POWERFUL GENDER INTELLIGENCE GUIDE!!!!!!By COSMIC TRAVELERAre you an intelligent person who is seeking deeper insight into the building of a thriving true gender intelligence into today's workplace? If you are, then this book is for you! Author Barbara Annis, has done an outstanding job of writing a 3rd edition of a book that will help you understand the progress that has been made toward a more balanced gender distribution in corporate organizations.Author Annis, begins by showing you that people want the same thing from their work: The feeling that they are contributing and that they have the opportunity as individuals to learn and grow. Then, the author focuses on taking the first step on the gender journey, and that means taking a good, hard look at how much you actually know about gender difference. She continues by showing you how men and women are different. Then, the author considers how you, too, may be contributing to gender-based misunderstandings; and, what you can do to resolve such misunderstandings and make a better workplace. She then issues a warning to men: Try to resist arguing with what the women say.Next, the author shows you how men and women speak different languages, hear different stories, and see different worlds. She continues by planting another seed in your mind: Perceptions. Then, the author shows you how men and women's perceptual filters create typical blind spots, which lead to huge misunderstandings. Next, the author focuses on how advantageous for all businesses everywhere the differences between men and women can be. Finally, she looks at how conflicts unfold, and how you can avoid and overcome a no-win situation.The author started this excellent book as a conversation about gender difference. In the end, every topic discussed in this great book can be used to help you and your coworkers move from denying to a tolerant attitude toward differences.0 of 0 people found the following review helpful. Men are from Mars... Women from Venus -- for BusinessBy PamIf you're up on your business reading/watching you no doubt know that corporations with women on their Board of Directors are more profitable than those whose boards have only men. Why? you ask. Because of diversity. Regardless of all the progress women have made in our society, the fact is that women have not become clones of men and they tend to approach problems differently. This diversity is money in the bank.Or it would be money in the bank if women didn't decide so often to walk out the door in frustration. Sometimes to go to work for other firms, but often times to open shop and become competition to the very companies they left.It's this dissatisfaction that Annis and her firm study; and which they think they have a solution to. And in this book the author introduces the topic of gender diversity -- ie., how men and women are different in the workplace -- and shows you the research that proves this exists, and her own firm's experience with fixing broken work environments.WHAT I LIKE about the book is that it's short. That might not sound like a compliment but it is. Annis does not waste your time. She masterfully introduces the topic and helps people to finally see how others may be interpreting the situation. And this works both ways. Men and women have their own prejudices.I'm not sure how useful this book will be for the average reader. As she points out herself some people are so stuck on themselves and their favorite explanations for things, that it's hard to break down the walls. I'm guessing though that if you picked up this book that you might not be one of the thick-headed sort and that you might get some good ideas on how to move forward.

Barbara Annis, the world's leading corporate gender specialist, believes that men and women don't understand each other because they don't appreciate the different ways men and women relate, communicate, problem-solve, and make decisions. In this original, solutions-based book, Annis explains exactly where we differ and how to improve the way we communicate with one another. Learn of cutting-edge, scientific research into the different neurological frameworks and functions of the male and female brains and how these innate biological differences determine how we: View the world; Solve problems; Make decisions; Prioritize; Manage emotions; Deal with stress; Work in teams; and Lead.

About the Author Barbara Annis, founder and CEO of Gender Intelligence Group (formerly Barbara Annis Associates) is a world-renowned gender and inclusive leadership expert, advocating for cultural and Gender Intelligence in Fortune 500 companies and global organizations. She is the chair emeritus of the Womens Leadership Board at Harvard Kennedy School and the author of Gender Intelligence, Breakthrough Strategies for Increasing Diversity and Improving Your Bottom Line, co-authored with Dr. Keith Merron, Leadership and the Sexes co-authored with Michael Gurian and Work with Me, co-written with John Gray.