

The Driven Organization

and what we need to be happy and
productive at work



Omar Garcia

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Are you happy with your job? Do you feel happy and excited on Sunday night because you get to go to work the next day? Does your company produce the desired financial results?

Imagine that every day you look forward to go to work with the same eagerness with which you pursue a hobby, go out with your friends, or read about your favorite subject. Sounds unreal, but Omar Garcia proves us that work not only doesn't have to be a drag on our life, but that it is the best way to reach our entire potential, accomplish higher goals, and have the best of times. In the process, we would make our companies significantly more profitable.

This is a fun-to-read, inspiring book for managers, entrepreneurs, and everyone who has considered that the way we work could be better. You will never see work in the same way. It will help you rethink current paradigms and understand what you need your work to be. It will help managers and business owners create the conditions for workers to be happy, reach their entire potential, and be much more productive.

Omar Garcia manages to bring the latest research and explain it in a way that it all makes perfect sense. He also shows us what the most progressive organizations do to build companies where people love to work.

The Driven Organization, And What We Need to Be Happy and Productive at Work Details

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From Reader Review The Driven Organization, And What We Need to Be Happy and Productive at Work for online ebook

Pam says

I think this is an excellent business book about how to keep workers happy and productive. I think this is well researched and thought provoking. As a worker it really makes me think about what keeps me happy at work and how that affect productivity. The SPACES (Salary, Purpose, Autonomy, Competence, Environment and Strategy) concept was interesting and the application to real world examples, such as Whole Foods is the best part from my perspective. If you are a manager and are wanting to figure out how to motivate your workers and have a happy workforce, this is a great book.

I received this book free from goodreads.

Ryan Dejonghe says

Here's what I really liked about this book: the quotes. I know, I know, every business book has great quotes (and I've read several this year already). But, Omar Garcia nails the right quote for the right situation every time. I plan on keeping this book by my desk and looking up a quote whenever I need it.

Here's what else I really liked: the QR codes and references at the end of each chapter. If you want to follow-up with more information in any of the book's subjects, it is only a phone scan away. Each of the references—and there are a ton of them—are easily accessed at the end of the chapter (versus at the end of the book). Omar Garcia did an excellent job of including scientific and business research throughout his book.

Now, meat and potatoes time. Garcia has taken his research and put it together in an easily digestible format. He mixes philosophy, research, and analogy together to present his case. Sometime the analogies are a bit weak compared to what we've heard elsewhere (like inventing company names like Crummyworks, Okworks, and Goodworks), but Garcia makes up for it with his straight talk. Besides the aforementioned quotes, there are gray boxes throughout that capture the essence of what is being discussed. The editing team did a fantastic job.

The essence of Garcia's philosophies, like business wonder Daniel Pink, comes from the findings of Edward Deci and Mihaly Csikszentmihalyi. The idea here is that we are driven (compare Pink's title *DRIVE* and Garcia's *DRIVEN ORGANIZATION*) by more than money and that we can become energized by our work. Garcia takes it a step further and uses Maslow's hierarchy to rationalize the need to learn and create. Like Pink, Garcia comes up with his own claim to fame, called S.P.A.C.E.S. These areas are not unlike Pink's Autonomy, Purpose, and Mastery; Garcia keeps these three and adds three more. They are: Salary, Purpose, Autonomy, Competence, Environment, and Strategy.

Now, here's what really bothered me about the book: the illustrations on the front cover. I was sent a hardbound book to review (thank you) and everything about it spoke professionalism—minus the artwork. The text layout, the dust jacket, the author bio, everything was good. Not that the illustrations aren't good—they are—but they distract from the serious and professional concepts the book tries to convey.

I've read many business books over the last several months and this one holds its own merit. Even if you've read most of the other books out there, there is still a ton of information stuffed in this book. Anyone willing to take the time to go through it will notice definite improvement in their organization's life.

I'm giving this 3.5 stars.
