



# Treat People Right!: How Organizations and Individuals Can Propel Each Other into a Virtuous Spiral of Success

Edward E. Lawler III

Paperback

978-0-787-96478-8

April 2003

**\$32.95**

## DESCRIPTION

One of the nation's leading management experts shows what it really takes to make a great organization-put people first

How do organizations move beyond merely acknowledging that "human capital" is their greatest asset, and actually implement practices that create true benefits for both employees and the organizations? In this book, Edward Lawler shows how companies can "treat people right" by doing more than simply ensuring good working conditions and good pay. He shows how to build a special relationship between individuals and the organizations they work for-a relationship in which good performance at all levels of the organization pays off for both the company and the individual. The author details specific practices designed to keep employees satisfied but still motivated to continue improving their performance. These techniques include: developing a "brand" as an employer that attracts high achievers, selecting and developing the high achievers, crafting a leadership style that integrates and promotes these actions, and more. Lawler draws on examples from a wide range of companies such as Microsoft, Motorola, IBM, Ford, and others to show how these practices are already at work and successful in some of the world's most enduring organizations. Full of examples and a voice of true conviction, *Treat People Right!* is a must-have resource for anyone concerned about building and sustaining competitive advantage for the long term.

Edward E. Lawler (Beverly Hills, CA) was named one of the country's leading management experts by *BusinessWeek* magazine. He is the author of over thirty books, and his articles have appeared in *Fortune*, the *Harvard Business Review*, and other national publications. He is Director of the Center for Effective Organizations at the University of Southern California (USC) and Professor of Management and Organization in the USC Marshall School of Business.

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## ABOUT THE AUTHOR

Edward E. Lawler III is director of the Center for Effective Organizations at the University of Southern California (USC) and distinguished professor of management and organization in the USC Marshall School of Business. Named one of the country's leading management experts by BusinessWeek magazine, he is the author or coauthor of more than thirty books including Corporate Boards, From the Ground Up, Organizing for High Performance, Rewarding Excellence, Tomorrow's Organization, and The Ultimate Advantage, all from Jossey-Bass. His writings have appeared in the Harvard Business Review, Fortune, and the Financial Times, as well as many academic journals.

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How Organizations and Individuals Can Propel Each Other Into a Virtuous Spiral of Success. Average rating: 0 out of 5 stars, based on 0 reviews. Write a review. Edward E Lawler. Walmart # 560291583. This button opens a dialog that displays additional images for this product with the option to zoom in or out. Tell us if something is incorrect. Full of examples and a voice of true conviction, *Treat People Right!* is a must-have resource for anyone concerned about building and sustaining competitive advantage for the long term. Edward E. Lawler (Beverly Hills, CA) was named one of the country's leading management experts by *BusinessWeek* magazine. He is the author of over thirty books, and his articles have appeared in *Fortune*, the *Harvard Business Review*, and other national publications. *How Organizations and Individuals Can Propel Each Other into a Virtuous Spiral of Success* by Edward E. Lawler III (Jossey-Bass, 2003) Click here to purchase this book. *Who Says Elephants Can't Dance? Inside IBM's Historic Turnaround* by Louis V. Gerstner Jr. *The Support Economy: Why Corporations Are Failing Individuals and the Next Episode of Capitalism* by Shoshana Zuboff and James Maxmin (Viking Penguin, 2002) Click here to purchase this book. *What Should I Do with My Life? The True Story of People Who Answered the Ultimate Question* by Po Bronson (Random House, 2002) Click here to purchase this book. *Moneyball: The Art of Winning an Unfair Game* by Michael Lewis (W.W. Norton & Company, 2003) Click here to purchase this book. My company has been successful in reaching a virtuous spiral and I can attribute effective hiring practices to that. The process to receive a job offer is not a simple one but one that takes the necessary steps to ensure valuable candidates are chosen. In light of my analysis, once employees are hired, the company is great about providing the necessary training to make sure everyone can do their jobs. Both mandatory and optional online training is offered on a regular basis for new and existing employees. (2010). *Treat People Right! How Organizations and Individuals Can Propel Each Other into a Virtuous Spiral of Success*. San Francisco, CA: Jossey-Bass. 11.