



# Creating Authentic Organizations: Bringing Meaning and Engagement Back to Work

*Robin Ryde, Lisa Sofianos*

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In the complex and global economy it's more important than ever that we recognize and respond to the need for employees to bring their authentic selves to work. Doing so can mean increased innovation, productivity, more thoughtful risk taking, a sense of responsibility and increased adaptiveness to change. Creating Authentic Organizations works beyond the limited remit of authentic leadership and shows how this concept can and should be applied to your workforce. With simple and powerful models and strategies it will show you how to ensure more authentic dialogue, both between employees to discuss smaller issues and also to ensure open and meaningful discussion around threats and challenges. Bold and cutting edge, it offers a simple framework for a new set of management principles relating to self-management, empowerment and the freedom to operate. By re-framing the role of management, Creating Authentic Organizations will help you implement real meaning at work and improve organizational resilience.

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