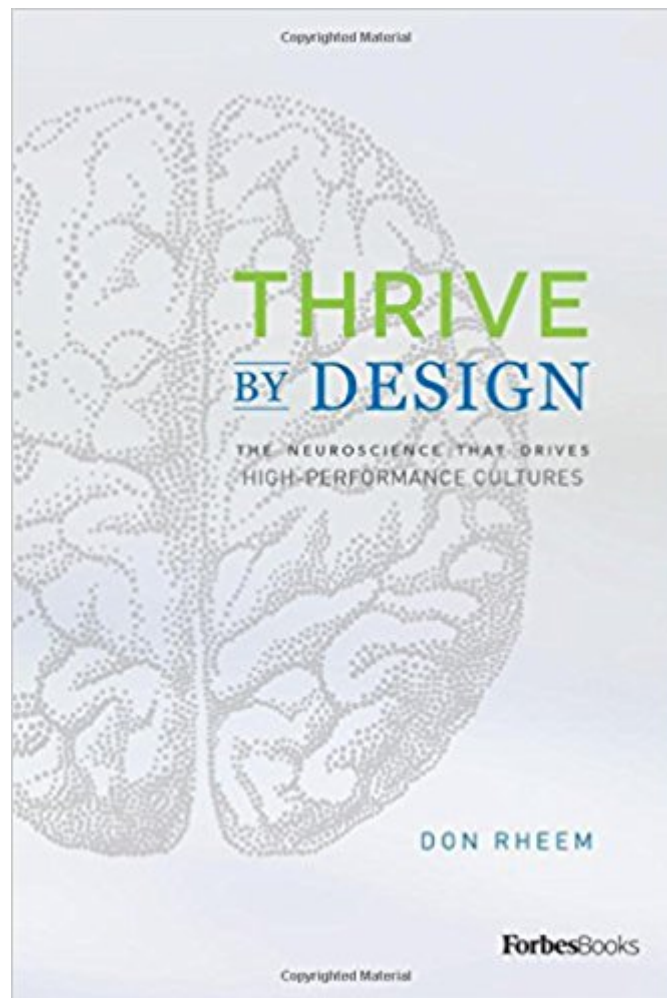




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Thrive By Design: The Neuroscience That Drives High-Performance Cultures



Synopsis

LEADERSHIP DOWN TO A SCIENCE What if your team looked forward to Mondays instead of Fridays? It may sound silly, but this type of workplace culture is possible and in place in many organizations today. With *Thrive by Design*, CEO of E3 Solutions Don Rheem offers managers and senior leaders deep insights into what drives employee performance from a brain-based perspective. Going well beyond the recycled, superficial tactics in most leadership books, *Thrive by Design* introduces you to the triggers of exemplary workplace behavior at a neurological level. Tapping into these triggers leads to increased productivity, well-being, accountability, and retention. As you apply the practical approaches and tools outlined in the book, you will see less absenteeism, corrosive gossip, employee drama, accidents, and quality shortfalls. This book is for leaders who are tired of fighting against a disengaged culture; for HR professionals who spend more time reacting to workplace drama than fulfilling their mission and purpose in the organization; and for employees who have been crippled by toxic leaders and uninspired cultures and want to know there's a better way. Regardless of industry type or company size, the clear foundation and steps outlined in *Thrive by Design* can take your organization to the next level.

“A graduate course in employee engagement”
“An essential read for any leader or manager serious about their craft.”
—Steve Meyer | CEO, Rapid Learning Institute

“The insights in *Thrive By Design* have captured the hearts and minds of our top leaders.”
—Craig Weems | COO, Sunland Asphalt

“A breath of fresh air in the otherwise stale atmosphere of leadership advice.”
—Els Thurmote | CEO, TVH Americas

“Has moved our culture to a demonstrably better place. Turnover is down and performance is up.”
—Sam Claassen | CEO, Short Elliott Hendrickson Inc. (SEH)

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Customer Reviews

DON RHEEM is CEO of E3 Solutions, a provider of employee workplace metrics, and manager training which allow organizations to build engaged, high-performance cultures. He focuses on using science-backed research to consult with leaders at all levels within an organization. Through his business and lectures across North America and Europe, Rheem shows business leaders how to create the workplace conditions that trigger hard-wired motivators that improve employee performance. These intrinsic drivers of human behavior increase employee engagement in ways that improve productivity, positivity, team alignment, morale, and retention. A former science advisor to Congress and the Secretary of the U.S. Department of Health and Human Services, Rheem shares a grounded and empirically validated methodology to get employees engaged and better positioned for success targeted at the bottom line.

Well written. Very helpful.

Thrive by Design offers easy to read insights into the specific ways to increase employee engagement. The science is clearly explained, and I particularly liked reading about where the workplace has been, where it is now, and where it will be going in the future. There were action items and suggested resources at the end of every chapter that were extremely useful and relevant!

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