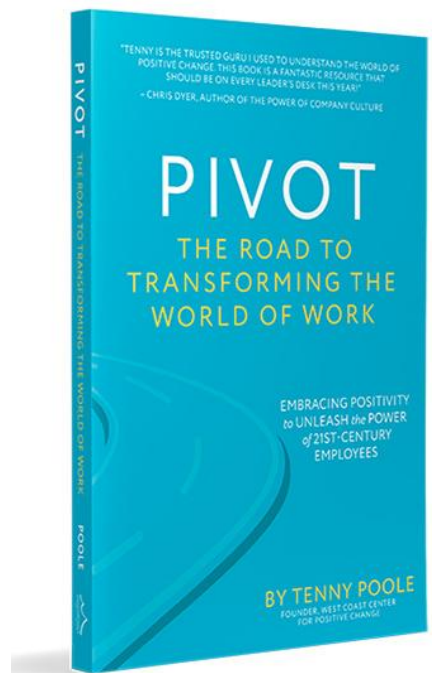


Embracing Positivity to Unleash the Power of 21st-Century Employees

*New Book Uses Research and Major-Brand Case Studies as a Guide for
Achieving Transformational Productivity and Success*



“PIVOT is a comprehensive guide for visionary leaders who want to employ practices that help create a culture that’s a competitive advantage where people want to go to work.” — Garry Ridge, The Culture Coach, Chairman Emeritus, WD-40 Company

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Contact: Michael Roney 201-703-1020
roney@highpointpubs.com

Imagine creating a workplace where people feel that their job is a refuge from their personal challenges. A place where they are valued, where they get to do what they do best, to work in teams with other talented, motivated employees. A place where they feel safe and happy. A place where people care about them. A place of well-being.

Pivot: the Road to Transforming the World of Work (Highpoint Executive Publishing; paperback; U.S. \$24.99; ISBN 979-8-9897773-6-5) shows visionary organizational leaders how to pivot successfully to a more positive approach to change, leadership, and culture. The author’s decades of experience, combined with the research that has surfaced in that same timeframe about human behavior and performance, provides the information and context needed to create a world of work that improves employee performance, heightened organizational achievement and increased stakeholder outcomes beyond our historical understanding.

“The great resignation was a clear demonstration that the world of work is calling for change and requires a transformation,” says author Tenny Poole, founder of the West Coast Center for Positive Change. “The road to transforming the world of work rests in our ability to utilize positive approaches to change, develop positive leaders, and develop values-driven cultures that bring out the best in our people.”

Peak performance is only possible when people in organizations are in a positive state. However, many of our current leadership approaches and HR practices are rooted in programs established in the early industrial era that are more based upon compliance and control. What is needed are organizations where employees can frequently collaborate, innovate, and team with other talented people. When positive leadership is demonstrated, organizations will become magnets for top talent, and they will have the ability to retain this talent, leading to extraordinary performance and success. Let's unleash the talents of our people!

About the Author

Tenny Poole is a principal of Corporation for Positive Change as well as founder and principal of the West Coast Center for Positive Change. She is a master trainer and facilitator using Appreciative Inquiry to achieve positive change. She also consults with organizations to develop positive organizational culture and transformational leadership. She is an ICF certified executive coach and a certified positive intelligence mental fitness coach.

Poole spent 30 years pursuing her passion for delivering top quality human resources services. During her 10 years as Vice President of HR for Experian Americas Credit business she used appreciative inquiry to further the performance of technical, software development, purchasing and HR functions among others. During her tenure at Experian, she was instrumental in the "Transformation of Human Resources" project that redesigned the HR function to deliver strategically focused Human HR services. Poole was selected the 2000 Human Resources Executive of the Year by the Orange County Affiliate of the National Human Resources Association. This recognition was for her work in accelerating culture change, developing her HR team, and implementing new human resources strategies at Experian.

Praise for Pivot

Everything I learned about positive transformation, I learned from Tenny Poole. She is the trusted guru I use to understand the world of positive change. This book is a fantastic resource that should be on every leader's desk this year! — **Chris Dyer, Keynote Speaker and Author of the bestselling books *The Power of Company Culture* and *Remote Work***

Timely and fearless, Poole's message is vital. Leaders who foster trust in their teams lay the foundation for thriving companies. — **Marissa Waldman, Chief Executive Officer, Leaderology**

Tenny is ahead of her time. PIVOT is a must read for a new generation of leaders. The power of positivity offers us the roadmap for transforming today's organizations with a focus on our most valuable asset, our people.— **Holly Johnston, Chief Engagement Officer, Blue Water Leadership, LLC**