



Joy At Work: A Revolutionary Approach To Fun On The Job

Dennis W Bakke

Download now

[Click here](#) if your download doesn't start automatically

Joy At Work: A Revolutionary Approach To Fun On The Job

Dennis W Bakke

Joy At Work: A Revolutionary Approach To Fun On The Job Dennis W Bakke **A Revolutionary Approach to Fun on the Job**

Imagine a company where people love coming to work and are highly productive on a daily basis. Imagine a company whose top executives, in a quest to create the most “fun” workplace ever, obliterate labor-management divisions and push decision-making responsibility down to the plant floor. Could such a company compete in today’s bottom-line corporate world? Could it even turn a profit?

Well, imagine no more. In *Joy at Work*, Dennis W. Bakke tells the true story of this extraordinary company—and how, as its co-founder and longtime CEO, he challenged the business establishment with revolutionary ideas that could remake America’s organizations. It is the story of AES, whose business model and operating ethos —“let’s have fun”—were conceived during a 90-minute car ride from Annapolis, Maryland, to Washington, D.C. In the next two decades, it became a worldwide energy giant with 40,000 employees in 31 countries and revenues of \$8.6 billion.

It’s a remarkable tale told by a remarkable man: Bakke, a farm boy who was shaped by his religious faith, his years at Harvard Business School, and his experience working for the Federal Energy Administration. He rejects workplace drudgery as a noxious remnant of the Industrial Revolution. He believes work should be fun, and at AES he set out to prove it could be. Bakke sought not the empty “fun” of the Friday beer blast but the joy of a workplace where every person, from custodian to CEO, has the power to use his or her talents free of needless corporate bureaucracy. In *Joy at Work*, Bakke tells how he helped create a company where every decision made at the top was lamented as a lost chance to delegate responsibility—and where all employees were encouraged to take the “game-winning shot,” even when it wasn’t a slam-dunk.

Perhaps Bakke’s most radical stand was his struggle to break the stranglehold of “creating shareholder value” on the corporate mind-set and replace it with more timeless values: integrity, fairness, social responsibility, and, above all, fun. And Bakke doesn’t shrink from describing the assault on his leadership when AES was sucked into the Enron downdraft and faced a plunging stock price. At this moment of crisis, influential colleagues and directors distanced themselves from the values that had made AES one of the most celebrated companies in the world.

Joy at Work offers a model for the 21st-century company that treats its people with respect, gives them unprecedented responsibility, and holds them strictly accountable—because it’s the right thing to do, not just because it makes good business sense. More than any book you’ve ever read, Dennis Bakke’s *Joy at Work* will force you to question everything you thought you knew about corporate success.

 [Download Joy At Work: A Revolutionary Approach To Fun On Th ...pdf](#)

 [Read Online Joy At Work: A Revolutionary Approach To Fun On ...pdf](#)

Download and Read Free Online Joy At Work: A Revolutionary Approach To Fun On The Job

Dennis W Bakke

From reader reviews:

Steven Campbell:

This book untitled Joy At Work: A Revolutionary Approach To Fun On The Job to be one of several books this best seller in this year, honestly, that is because when you read this e-book you can get a lot of benefit onto it. You will easily to buy that book in the book retail outlet or you can order it through online. The publisher of the book sells the e-book too. It makes you quickly to read this book, because you can read this book in your Cell phone. So there is no reason to you to past this guide from your list.

Jody Vinson:

Are you kind of hectic person, only have 10 or perhaps 15 minute in your day to upgrading your mind skill or thinking skill also analytical thinking? Then you are receiving problem with the book in comparison with can satisfy your limited time to read it because all this time you only find e-book that need more time to be study. Joy At Work: A Revolutionary Approach To Fun On The Job can be your answer since it can be read by anyone who have those short extra time problems.

Elizabeth Easterling:

The book untitled Joy At Work: A Revolutionary Approach To Fun On The Job contain a lot of information on that. The writer explains your ex idea with easy means. The language is very clear and understandable all the people, so do certainly not worry, you can easy to read it. The book was compiled by famous author. The author will bring you in the new period of literary works. It is possible to read this book because you can please read on your smart phone, or model, so you can read the book in anywhere and anytime. In a situation you wish to purchase the e-book, you can open up their official web-site and order it. Have a nice learn.

Bernice Bland:

As we know that book is very important thing to add our expertise for everything. By a reserve we can know everything we wish. A book is a group of written, printed, illustrated or even blank sheet. Every year seemed to be exactly added. This guide Joy At Work: A Revolutionary Approach To Fun On The Job was filled concerning science. Spend your free time to add your knowledge about your science competence. Some people has different feel when they reading any book. If you know how big good thing about a book, you can really feel enjoy to read a publication. In the modern era like right now, many ways to get book you wanted.

Download and Read Online Joy At Work: A Revolutionary

Approach To Fun On The Job Dennis W Bakke #QEJ6YZTRA7I

Read Joy At Work: A Revolutionary Approach To Fun On The Job by Dennis W Bakke for online ebook

Joy At Work: A Revolutionary Approach To Fun On The Job by Dennis W Bakke Free PDF d0wnl0ad, audio books, books to read, good books to read, cheap books, good books, online books, books online, book reviews epub, read books online, books to read online, online library, greatbooks to read, PDF best books to read, top books to read Joy At Work: A Revolutionary Approach To Fun On The Job by Dennis W Bakke books to read online.

Online Joy At Work: A Revolutionary Approach To Fun On The Job by Dennis W Bakke ebook PDF download

Joy At Work: A Revolutionary Approach To Fun On The Job by Dennis W Bakke Doc

Joy At Work: A Revolutionary Approach To Fun On The Job by Dennis W Bakke Mobipocket

Joy At Work: A Revolutionary Approach To Fun On The Job by Dennis W Bakke EPub