THE ULTIMATE EMPLOYEE EXPERIENCE READING LIST
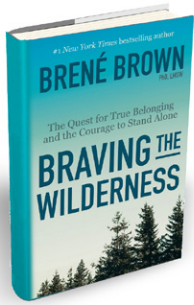
20 books HR leaders should read in 2020

Need a shortlist of the best reads to inspire you in 2020? We've got you covered – from seminal classics to the latest thought leadership. Happy reading!
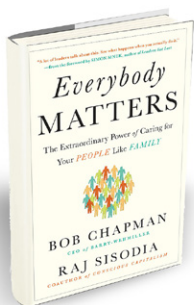
A BRIEF OVERVIEW //

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1 **Braving the Wilderness: The Quest for True Belonging and the Courage to Stand Alone**

By Brené Brown

Our 2020 X4 Summit speaker, Brené Brown, has written an extraordinary book that's well deserving of its *New York Times* bestseller status. This book is for anyone who's felt like an outsider, or has struggled to find meaning in their lives. Brené argues that we're experiencing a spiritual crisis of disconnection, and introduces four practices of true belonging that challenge everything we believe about ourselves and each other.

2 **Everybody Matters: The Extraordinary Power of Caring for Your People Like Family**
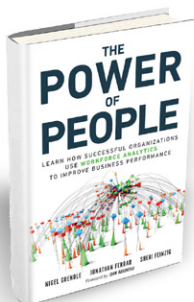
By Bob Chapman

This book is full to the brim with practical lessons that you can apply to your organization, as well as Chapman's own personal transformation tales as he developed and strived as a leader. Ideal if you want to be inspired and equipped with tangible actions to build an exceptional company.

3 **Better Together: 8 Ways Working with Women Leads to Extraordinary Products and Profits**
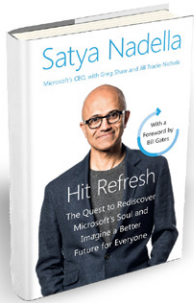
By Jonathan Sposato

Better Together focuses on powerful solutions that any leader can implement to ensure that women thrive within their organization, leading to better business outcomes, happier customers and more fulfilled employees. If you care about inclusion and tackling the things that prevent it, this book is for you.

4 **The Power of People: Learn How Successful Organizations Use Workforce Analytics To Improve Business Performance**

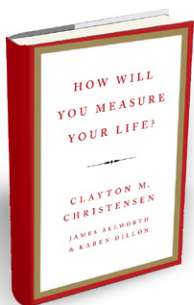By Nigel Guenole

This book makes the list because it's an excellent primer for workforce analytics and how it can be used to predict outcomes and improve on organizational capabilities. The authors share expert insights, useful tools, and thorough research that will provide any HR professional with a wealth of knowledge on workforce analytics, and the potential it has to transform the industry.

5 Hit Refresh: The Quest to Rediscover Microsoft's Soul and Imagine a Better Future for Everyone
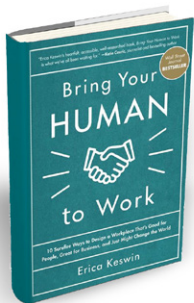
By Satya Nadella

Microsoft's CEO tells the inside story of the company's continuing transformation, tracing his own personal journey from a childhood in India to leading some of the most significant technological changes in the digital era. *Hit Refresh* is a set of reflections, meditations, and recommendations – perfect for leaders searching for guidance on how to improve. "Ideas excite me," says Satya. "Empathy grounds and centers me."

6 How Will You Measure Your Life?

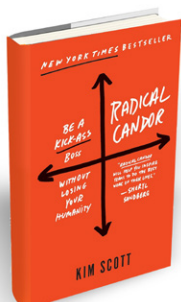By Clayton Christensen and James Allworth

How do you lead a fulfilling life? After beating a heart attack, advanced-stage cancer and a stroke in three successive years, Clayton Christensen re-evaluated his priorities. Already a world-renowned innovation expert and author of one of the best selling and most influential business books of all time, *The Innovator's Dilemma*, he presents a set of personal guidelines that have helped him find meaning and happiness in his life.

7 Bring Your Human to Work: 10 Surefire Ways to Design a Workplace That Is Good for People, Great for Business, and Just Might Change the World
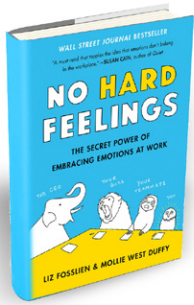
By Erica Keswin

This book reminds us that despite the digital age we live in, we can't forget about the value of real, human connections. Erica gives us helpful insights and ideas to inspire HR professionals to build meaningful relationships with people at work. She also shares engaging, true stories about companies that have succeeded at putting people first in business.

8 Radical Candor: Be a Kick-Ass Boss Without Losing Your Humanity
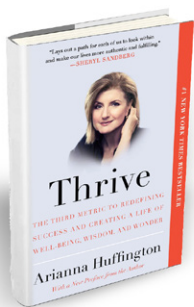
By Kim Scott

Managers often act as their manager-selves, instead of just themselves. They step into a boss identity, and leave their humanity behind. Kim Scott insists good bosses simultaneously employ both criticism and caring — both professional leadership and personal empathy — and shows us how to use both to be and develop great managers.

9   No Hard Feelings: Emotions at Work and How They Help Us Succeed
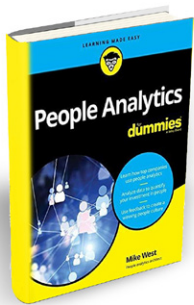
By Liz Fosslien

Drawing on what we've learned from behavioral economics, psychology and our own experiences at countless organizations, this book shows us how to bring our best (and whole) self to work every day. Here you'll find a roadmap to harnessing our emotions to become more productive, effective, and happier at work.

10   Thrive: The Third Metric to Redefining Success and Creating a Happier Life
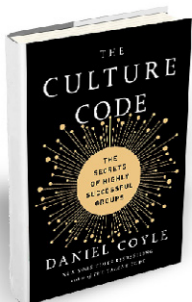
By Arianna Huffington

In *Thrive*, Arianna Huffington, the co-founder and editor-in-chief of the Huffington Post and one of the most influential women in the world, has written a passionate call to arms, looking to redefine what it means to be successful in today's world. She likens our drive for money and power to two legs of a three-legged stool, and says we're missing a crucial third metric: thriving.
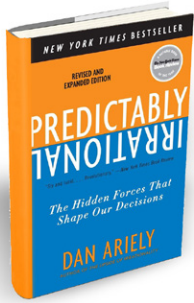
11   People Analytics for Dummies

By Mike West

Dummies books are famous for making complicated subjects easy to understand, and this volume is no exception. It explains a variety of essential people analytics tools and tactics for creating a great place to work. You'll learn how data can help you know who to hire, where to focus resources, what factors increase commitment and motivation, how to keep employees satisfied, and more. If you want to make key personnel decisions based on facts instead of gut feelings, this book is worth considering.

12   The Culture Code: The Secrets of Highly Successful Groups

By Daniel Coyle

How do you create a culture of innovation and collaboration, where diverse groups "function with a single mind" and come together to solve problems? New York Times bestselling author of The Talent Code breaks down the process of building a great culture. Through a mix of case studies (and several failures) he brings to life what he considers the pillars of culture: build safety, share vulnerability, and establish purpose.

13 Predictably Irrational, Revised and Expanded Edition: The Hidden Forces That Shape Our Decisions
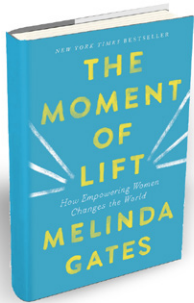
By Dan Ariely

In this newly revised and expanded edition of the groundbreaking *New York Times* bestseller, Dan Ariely refutes the common assumption that we behave in fundamentally rational ways. From drinking coffee to losing weight, from buying a car to choosing a romantic partner, we consistently overpay, underestimate, and procrastinate. Yet these misguided behaviors are neither random nor senseless. They're systematic and predictable – making us predictably irrational.

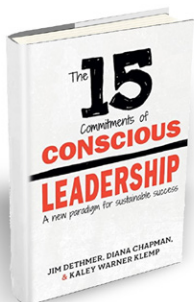## 14 100 Tricks to Appear Smart in Meetings

By Sarah Cooper

This book firmly has its tongue in its cheek, but is spot on with its analysis. From the creator of the viral sensation *10 Tricks to Appear Smart in Meetings* (5+ million views and 100,000s of shares) this book comes complete with illustrated tips, examples, and scenarios, some of which might actually work, all of which are hilariously accurate.

15 The Moment of Lift: How Empowering Women Changes the World
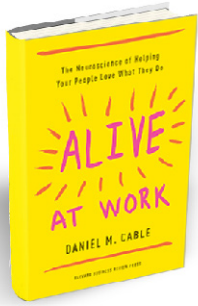
By Melinda Gates

For the past twenty years, Melinda Gates has been on a mission to find solutions for people with the most urgent needs, wherever they live. Throughout this journey, one thing has become increasingly clear to her: If you want to lift a society up, you need to stop keeping women down. In this moving and compelling book, Melinda shares the stories of inspiring people she's met during her work and travels around the world and the lessons she's learned from them.

16 The 15 Commitments of Conscious Leadership: A New Paradigm for Sustainable Success

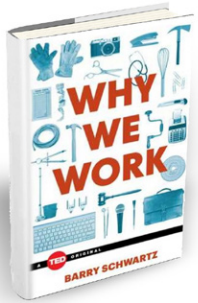By Jim Dethmer, Diana Chapman and Kaley Klemp

This is a book we love to re-read every year for inspiration on how to lead with heart. *Conscious Leadership* is a comprehensive road map to guide you to shift from fear-based to trust-based leadership. The leadership wisdom is both easy to understand and easy to apply to real life situations, making it one of our favorite gifts for any leader at any level.
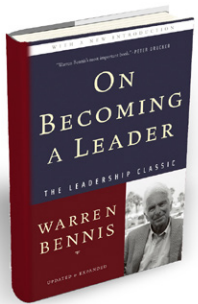
17 Alive at Work

By Daniel M. Cable

Social psychologist Daniel M. Cable argues that employee engagement has everything to do with biology — that we aren't wired for routine, structured work environments. We have an innate need for experimentation and learning. Through fascinating stories from the author's extensive research, *Alive at Work* shows us specific things we can do to help people reach their full potential.

18 Why We Work

By Barry Schwartz

An eye-opening, groundbreaking tour of the purpose of work in our lives, showing how work operates in our culture and how you can find your own path to happiness in the workplace. This book explores why so many believe that the goal for working should be to earn money, how we arrived to believe that paying workers more leads to better work, and why this has made our society confused, unhappy, and has established a dangerously misguided system.

19 On Becoming a Leader

By Warren Bennis

A timeless classic from a pioneer in the field of leadership studies. This book is based around the core belief that leaders are not born – they're made. In a world increasingly defined by turbulence and uncertainty, the call to leadership is more urgent than ever. Providing essential and timeless insights for generations of readers, this book delves into the qualities that define leadership, the people who exemplify it, and the strategies that anyone can apply to achieve it.

20 Blaze Your Own Trail: An Interactive Guide to Navigating Life with Confidence, Solidarity and Compassion

By Rebekah Bastian

This interactive, fun book is a modern, feminist take on the classic choose-your-own-journey story. So many women enter their adult lives believing that they should know where they are going and how to get there. This can make life decisions feel intimidating and overwhelming. This book aims to inspire readers to embrace the fact that there is no singular right path and to blaze their own trail.

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