



Discipline Without Punishment: The Proven Strategy That Turns Problem Employees into Superior Performers

Dick Grote

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Giving a problem employee a paid day off to think may seem a questionable tactic, but it's a key feature of this book's revolutionary "discipline without punishment" system. This guide retraces the traditional punitive approach to discipline with an affirmative one that makes employees personally responsible for their actions. It explores ways to build superior performance, and helps managers prepare and conduct better coaching sessions. Containing dialogue and specific guidance, the book shows readers how to: avoid confrontational, anger-provoking situations that can lead to bad relationships and even violence; salvage potentially good employees who've gone astray; implement a step-by-step disciplinary system; and recognize and reinforce good performance and improve productivity.

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