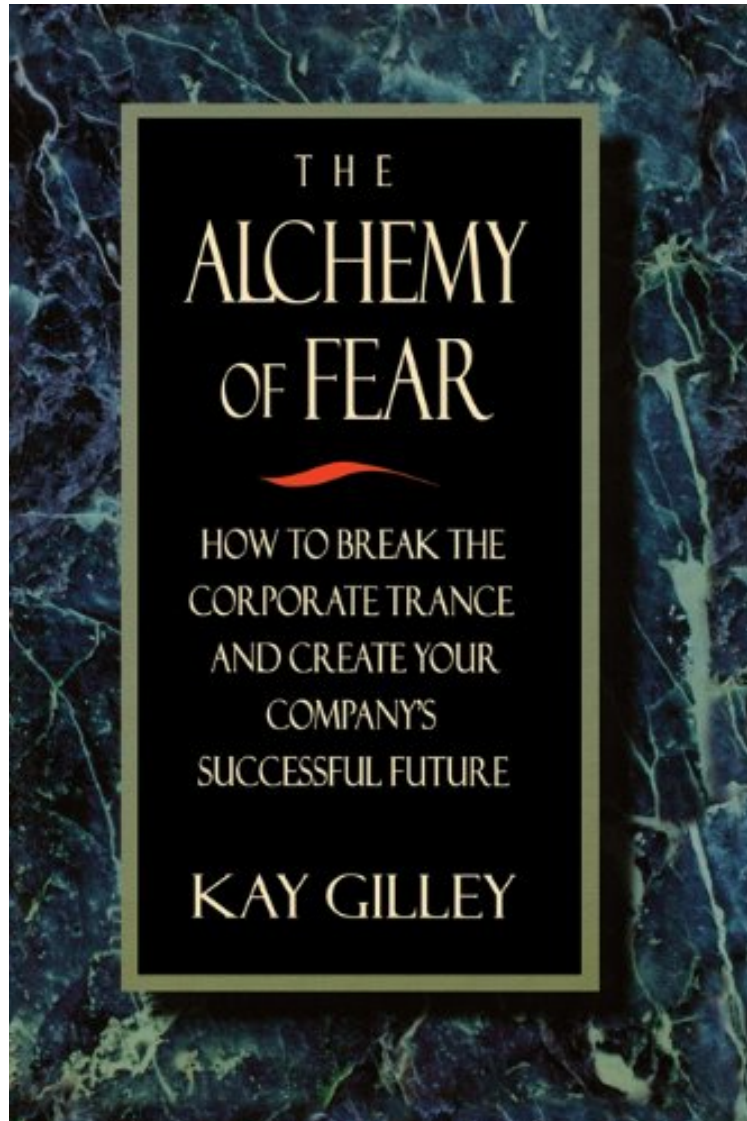


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The Alchemy of Fear

Kay Gilley

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Kay Gilley : The Alchemy of Fear before purchasing it in order to gage whether or not it would be worth my time, and all praised The Alchemy of Fear:

1 of 1 people found the following review helpful. Great advice to "drive fear out of the workplace"By A CustomerKay Gilley's book is perhaps the best thing you can read if you wish to follow Dr. W. Edwards Deming's admonition to "drive fear out of the workplace." A unique admixture of real world business savvy and mystic wisdom, reading this book is almost like having Lao Tzu as a consultant to your organization. I was especially intrigued with her description of how being in a trance (not living in the present) generates fear, and how the basic task in life is to wake up from the trances that keep us in fear's thrall. In my own work with the Never Fear, Never Quit organization I find that the

dominant organizational emotion is fear (though it may be disguised as anger, cynicism, mistrust, etc), and that the prevalent condition faced by many individuals is that of being "stuck," which is a symptom of being in fear's grasp. Gilley's formula for emotional competence and for transforming fear could be invaluable to organizations and individuals everywhere. 1 of 1 people found the following review helpful. Open heart, open-ended possibilities

By A Customer Kay Gilley has done it again. She has cut to the bone of the corporate malaise and shown us how to lead by inspiration and intrinsic rewards, a far cry from the traditional approach to management. If we think of corporate culture as a collective hallucination that is generally subscribed to by employees, then here's a formula for waking up to a more functional reality. We can not only do better business, but lead better lives as well. Isn't that why we work in the first place? If you work for a company, buy this book. It will help you make it a healthier place. If you can't change the culture of the company you work for, you may find yourself thinking about finding a more human place to work. If you run a company, it will likely change how you think about and do leadership. Kay is one of our most valuable business thinkers and has the academic credentials and practical experience to back it up. Buy this book now. You'll be glad you did.

1 of 1 people found the following review helpful. Shed your fears and awaken to your Personal Power

By A Customer Kay Gilley is living her message by demonstrating the courage to take on one of business world's most unmentionable subjects: the pervasive climate of fear and its devastating consequences to individual lives and group performance. Companies have relied on fear to motivate and control employees for so long that most people are unaware that this is the case. And that, says Gilley, is the problem. The author provides practical, personal advice on how we can awaken from our trance states and provides a rich description of the new beliefs and behaviors that we can adopt. The end result, Gilley maintains, is a more rewarding life for individuals and dramatic increases in performance for organizations. Buy this book, and change yourself so that you can lead the life you were born to live. Then buy this book and use your new found courage to deliver a copy to your boss and co-workers. Imagine a fear-free workplace... it will be worth it!

The dramatic effects of downsizing, mergers, and reengineering have created a climate of fear in the workplace, fears that generally go unacknowledged. The Alchemy of Fear teaches us how to accept our emotions in order to become empowered and to take back our power over these fears. Our emotions are rich with information which could make our organizations run effectively, while freeing creativity, energy, and joy into our workplaces. The Alchemy of Fear is a handbook for action. Drawn from the author's extensive experience, it examines workplace fear, what emotional competence looks like at work, how we handle fears at work, and the love and energy that result when we do these things. Nothing improves a group's effectiveness or their spirit more quickly than changing the relationship members have with fear. Kay Gilley brings nearly 30 years experience working in general and human resource management to her current work as a leadership and organizational development consultant, specializing in guiding the development of leaders and what she calls "intentional organizations."

Gilley encourages managers and employees to bring emotions out into the open and use them as a stepping stone to positive action. -NAPRA From the Publisher Selected by New Age Journal as one of its "Best Books of '97," one of only three business books so selected. Selected by The Executive Program book club as its alternate selection for March '98. To be featured by The Business Digest, Paris, France, in a spring '98 issue. From the Author to follow