



# **The Velvet Revolution at Work: The Rise of Employee Engagement, the Fall of Command and Control**

*John Smythe*

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What drives or delivers engaged people? Employers need to focus on creating the right conditions. Employers can't impose engagement: people need to choose to engage themselves. In *The Velvet Revolution at Work*, the follow-up to his best-selling *The CEO: Chief Engagement Officer*, John Smythe explains that the essential ingredient of the right conditions is a culture of distributed leadership which enables people at work to liberate their creativity to deliver surprisingly good results for their institution and themselves.

Using models, examples and anecdotes from his client research he goes on to demonstrate exactly how to design an engagement process; one that is integrated with your business strategy and that is sustainable.



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