

occurred between 1990 and 1995 undermined the 'carrot' of amnesty, whether the criminal justice system offered a sufficient 'stick' to coax potential applicants into the process, and how timing of events and attitudes of political parties influenced applications. Also considered is the timing of hearings, the role of the Investigations Unit, and the way in which the Amnesty Committee dealt with offences committed outside of South Africa, witchcraft applications and gender crimes. The subject of the final chapter is what happens next. Will those who were refused amnesty or who did not apply be prosecuted? A few significant themes or debates permeate the text; the extent to which the TRC was victim-centred or perpetratorfriendly; the extent to which the TRC and the amnesty process in particular, contributed to the discovery of 'sufficient' truth, a prerequisite for reconciliation; and the extent to which the TRC and its amnesty process actively attempted to facilitate national unity and reconciliation.

The Respect Effect: Using the Science of Neuroleadership to Inspire a More Loyal and Productive Workplace-Paul Meshanko 2013-08-16 What does every employee want? In a word: RESPECT The best leaders are the ones who motivate employees to want to perform at the highest level possible--which is never accomplished with an iron-fist style of management. The best results are achieved through one of the most basic human behaviors: the showing of respect. Organizational change expert Paul Meshanko has studied how the human brain responds in various workplace situations--and his conclusion is astonishing: People perform at their highest level when treated with respect. Conversely, when an employee is emotionally attacked by disrespectful behavior, he or she shuts down. In *The Respect Effect*, Meshanko reveals the transformational power of respect in the workplace. Given the pressures of the workplace, this is sometimes easier said than done. So Meshanko provides a practical action plan you can use to train yourself or others to get on track--and stay on track. His proven strategy helps you understand the initial, biological reactions to what people (This means you!) say and do. Through his cited research in neuroscience, Meshanko teaches you how to create positive situations, avoid negative ones, and ultimately build a better work environment for everyone. The Respect Effect explains: The hard science proving why respect is the most powerful employee motivator How to build a corporate culture based on respect, starting with senior leadership The 12 Rules of Respect--simple but powerful ways to communicate respectfully in any situation The strategy, resource requirements, and tools for sustaining a respectful workplace culture How do you use the concept of neuroscience to achieve a great work environment? The answer is obvious. Feed others a diet of respect--real, deserved, genuine respect--and you will see amazing things happen in your organization. Use Meshanko's proven approach to organizational change to create a culture of contagious respect in your organization. PRAISE FOR THE RESPECT EFFECT: "The Respect Effect reminds us of the critical role relationships play in the workforce. . . . A great read for new and experienced leaders!" -- ANNEMARIE M. GRASSI, PH.D., CEO, Open Doors Academy "The Respect Effect offers concise, engaging learning, not only for business leaders, but for anyone working in an organization where developing an inclusive and productive work environment is a priority. Respect is a powerful principle for businesses to understand and practice--this book will contribute much to its advancement." -- RICK CHIRICOSTA, President and CEO, Medical Mutual "[Meshanko] shows how demonstrating respect to employees leads to better health and well-being for both the organization and the individual. Whether you are a supervisor, manager, VP, or small business owner,

The Respect Effect will make you a more effective leader." -- PAUL MARCIANO, PH.D., author, *Carrots and Sticks Don't Work* "In *The Respect Effect*, Paul Meshanko shows that respect is the foundation for interpersonal trust, revealing why high-trust organizations are successful. The step-by-step process Meshanko outlines to cultivate and nurture respect provides a new leverage point to increase employee satisfaction and productivity." -- PAUL J. ZAK, PH.D., author, *The Moral Molecule* "Paul's book inspires us to keep our focus and gives us concrete behaviors for living the attributes of The Respect Effect." -- RALPH STAYER, owner and CEO, Johnsonville Sausage, LLC

How to Get People to Do Stuff-Susan Weinschenk 2013-03-07 We all want people to do stuff. Whether you want your customers to buy from you, vendors to give you a good deal, your employees to take more initiative, or your spouse to make dinner—a large amount of everyday is about getting the people around you to do stuff. Instead of using your usual tactics that sometimes work and sometimes don't, what if you could harness the power of psychology and brain science to motivate people to do the stuff you want them to do - even getting people to want to do the stuff you want them to do. In this book you'll learn the 7 drives that motivate people: The Desire For Mastery, The Need To Belong, The Power of Stories, Carrots and Sticks, Instincts, Habits, and Tricks Of The Mind. For each of the 7 drives behavioral psychologist Dr. Susan Weinschenk describes the research behind each drive, and then offers specific strategies to use. Here's just a few things you will learn: The more choices people have the more regret they feel about the choice they pick. If you want people to feel less regret then offer them fewer choices. If you are going to use a reward, give the reward continuously at first, and then switch to giving a reward only sometimes. If you want people to act independently, then make a reference to money, BUT if you want people to work with others or help others, then make sure you DON'T refer to money. If you want people to remember something, make sure it is at the beginning or end of your book, presentation, or meeting. Things in the middle are more easily forgotten. If you are using feedback to increase the desire for mastery keep the feedback objective, and don't include praise.

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No Carrots, No Sticks-National Commission for the Study of Nursing and Nursing Education 1972

☞-Roald Dahl 2009