**Pivot** – The Only Move that Matters is Your Next One

*By Jenny Blake*

<https://www.amazon.com/Pivot-Only-Move-That-Matters/dp/0143129031/ref=sr_1_1?keywords=Pivot&qid=1579480858&s=books&sr=1-1>

Jenny Blake, author of *Life After College* and former career development program manager at Google, reveals how to methodically make your next career move by doubling down on what is already working.

Careers are not linear, predictable ladders any longer; they are fluid trajectories. No matter our age, life stage, bank account balance, or seniority, we are all being asked to navigate career changes much more frequently than in years past. The average employee tenure in America is just four to five years, and even those roles change dramatically within that time. Our economy now demands that we create businesses and careers based on creativity, growth, and impact. In this dynamic world of work, the only move that matters is your next one.

Drawing from her own experiences and those of other successful pivoters, Jenny Blake has created a four-stage process that teaches anyone how to seamlessly and continually:

* Double down on existing strengths, interests, and experiences
* Find new opportunities and identify skills to develop without falling prey to analysis paralysis and compare and despair
* Run small experiments to determine next steps
* Take smart risks to launch with confidence in a new direction

This book is for anyone searching for an answer to the question "what's next?" Whether you have hit a plateau in your perfect-on-paper job, are considering taking on a new role in your current job, are thinking about starting your own business, or want to move into a new industry altogether, one thing remains clear: Your career success depends on your ability to determine your next best move. If change is the only constant, let's get better at it.

**Range** – Why Generalist Triumph in a Specialized World

*By David Epstein*

<https://www.amazon.com/Range-Generalists-Triumph-Specialized-World/dp/0735214484/ref=sr_1_1?keywords=Range&qid=1579480145&s=books&sr=1-1>

**Recommended by Will Thalheimer**

<https://www.worklearning.com/2019/12/12/neon-elephant-award-2019/>

Plenty of experts argue that anyone who wants to develop a skill, play an instrument, or lead their field should start early, focus intensely, and rack up as many hours of deliberate practice as possible. If you dabble or delay, you’ll never catch up to the people who got a head start. But a closer look at research on the world’s top performers, from professional athletes to Nobel laureates, shows that early specialization is the exception, not the rule.       
  
David Epstein examined the world’s most successful athletes, artists, musicians, inventors, forecasters and scientists. He discovered that in most fields—especially those that are complex and unpredictable—generalists, not specialists, are primed to excel. Generalists often find their path late, and they juggle many interests rather than focusing on one. They’re also more creative, more agile, and able to make connections their more specialized peers can’t see.   
  
Provocative, rigorous, and engrossing, *Range* makes a compelling case for actively cultivating inefficiency. Failing a test is the best way to learn. Frequent quitters end up with the most fulfilling careers. The most impactful inventors cross domains rather than deepening their knowledge in a single area. As experts silo themselves further while computers master more of the skills once reserved for highly focused humans, people who think broadly and embrace diverse experiences and perspectives will increasingly thrive.

**Connect First** – 52 Simple Ways to Ignite Success, Meaning, and Joy at Work

*By Melanie A. Katzman, Ph.D*

<https://www.amazon.com/Connect-First-Simple-Success-Meaning/dp/1260457834/ref=sr_1_1?crid=2FMSTELKGWVCD&keywords=connect+first+melanie+katzman&qid=1579481120&s=books&sprefix=Connect+First%2Cstripbooks%2C225&sr=1-1>

Technology has enabled us to be more interconnected today than ever before. So why do so many of us feel isolated and undervalued at work? Why does it feel like something is missing? It doesn’t have to be this way. In these rapidly changing, challenging times, how do we―YOU―develop the intuition, self-awareness, and interpersonal agility required to prosper?  
   
Here’s what we’ve lost track of: organizations are run by people, and people run on emotions. Strong relationships are the bedrock of lasting success, meaning, and joy at work. In this life changing guide, Dr. Melanie Katzman shows you an impactful approach to connect first as fellow humans, then as coworkers and colleagues, to forge the deep bonds that make a significant difference. Learn how to:

* **Establish respect** and make others feel valued
* **Engage all of your senses** to create a truly inclusive culture
* **Become popular** and be the person everyone wants to work with
* **Grow loyalty** by making it about them―your coworkers
* **Resolve conflicts** by remaining curious and open with others
* **Fight fear** (and prepare for the future) by stepping outside your comfort zone and experimenting with new ideas
* **Have a big impact** by leveraging your platform, living your values, and leading the change

Dr. Katzman presents 52 actions you can take immediately to create a deeply rewarding work life by connecting to yourself, your organization, and the world at large. These are the same powerful techniques she has used with leaders and employees at the world’s top companies to enhance productivity and foster fulfillment and joy at work―the hallmarks of true success.

**The Technology Fallacy** – How People Are the Real Key to Digital Transformation

*By Gerald C. Kane, Anh Nguyen Phillips, Jonathan R. Copulsky and Garth R. Andrus*

<https://www.amazon.com/Technology-Fallacy-Digital-Transformation-Management-ebook/dp/B07QK2SXYC/ref=sr_1_1_sspa?keywords=The+Technology+Fallacy&qid=1579481530&s=books&sr=1-1-spons&psc=1&spLa=ZW5jcnlwdGVkUXVhbGlmaWVyPUEzTlBWQ1Y2OEhQUTQxJmVuY3J5cHRlZElkPUEwODY5NTA1U0pBQ1k1SEhPMTlaJmVuY3J5cHRlZEFkSWQ9QTA1MDU3NjYyQk5PQVJVSlFDSkJYJndpZGdldE5hbWU9c3BfYXRmJmFjdGlvbj1jbGlja1JlZGlyZWN0JmRvTm90TG9nQ2xpY2s9dHJ1ZQ==>

Digital technologies are disrupting organizations of every size and shape, leaving managers scrambling to find a technology fix that will help their organizations compete. This book offers managers and business leaders a guide for surviving digital disruptions—but it is not a book about technology. It is about the organizational changes required to harness the power of technology. The authors argue that digital disruption is primarily about people and that effective digital transformation involves changes to organizational dynamics and how work gets done. A focus only on selecting and implementing the right digital technologies is not likely to lead to success. The best way to respond to digital disruption is by changing the company culture to be more agile, risk tolerant, and experimental.

The authors draw on four years of research, conducted in partnership with *MIT Sloan Management Review* and Deloitte, surveying more than 16,000 people and conducting interviews with managers at such companies as Walmart, Google, and Salesforce. They introduce the concept of digital maturity—the ability to take advantage of opportunities offered by the new technology—and address the specifics of digital transformation, including cultivating a digital environment, enabling intentional collaboration, and fostering an experimental mindset. Every organization needs to understand its “digital DNA” in order to stop “doing digital” and start “being digital.”

Digital disruption won't end anytime soon; the average worker will probably experience numerous waves of disruption during the course of a career. The insights offered by *The Technology Fallacy* will hold true through them all.

A book in the Management on the Cutting Edge series, published in cooperation with *MIT Sloan Management Review*.