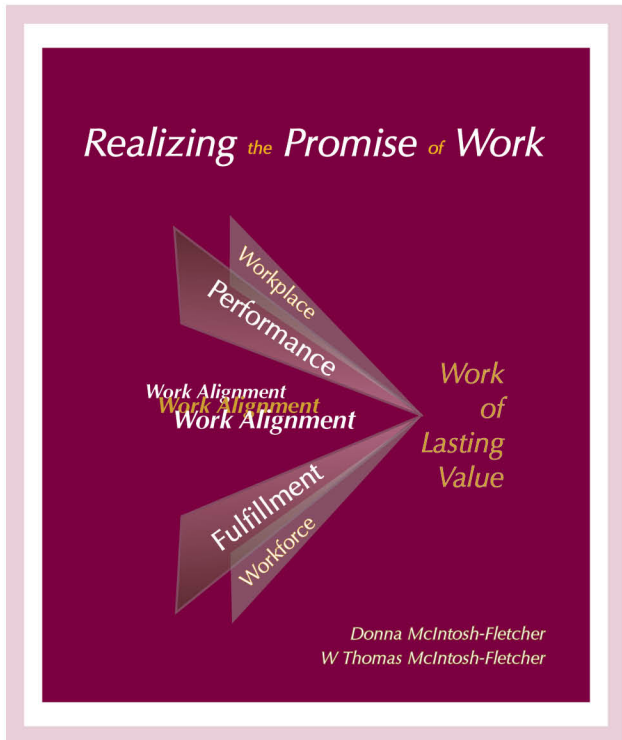


Realizing the Promise of Work...



...concepts *put into action*, workplace principles *put into practice*.

Work Alignment is a process that allows for the continual assessment and integration of relationships between Societies, Work Environments and People — each drawing strength from and contributing to the other.

The alignment (relationship) between the workplace and the workforce has changed radically as work structures and operating practices bend to the realities of truly global work. Workforce demographic changes have also served as a catalytic force for new forms of work and the incorporation of diverse cultures and languages. The established vertical structure has been 'tipping' toward greater agility and integration of work processes.

In this ever-shifting global workplace, learn from this book what people and their work environments are experiencing and accomplishing with McFletcher's Work Alignment solutions for work of lasting value.

This book offers a wide range of work-related issues and alignment solutions. It includes the 'WHY', the 'WHAT' and the 'HOW' for aligned work.

- The **WHY**: A summary of global trends and more than three decades of WorkStyle Pattern® (WSP™) research provide the 'WHY' workplace shifts are occurring.
- The **WHAT**: A workplace Dialog Group tells of the 'WHAT' with their actual *Workplace of Action* experiences – processes and results.
- The **HOW**: The solution-based 'HOW' is demonstrated by the authors' workplace projects with World-Class performance results.

To purchase, contact McFletcher at mcfletcher@mcfletcher.com or 1-480-991-9497:

\$38.95 per book;
 \$34.95 for 20-50 books
 \$29.95 for 51+ books
 (plus shipping and handling; price subject to change)



As you apply the Work Alignment principles and practices described in this book – no matter where you work or what work you do – you will be deeply enriched. You will be fulfilled by striving for what is right for the workplace and the workforce, with insight and wisdom to pass on to future generations. **With this book, we offer both virtual and on-site event presentations, executive dialogs and action plan workshops.**



Work Alignment for *Realizing the Promise of Work*

Established in 1974, The McFletcher Corporation pioneered the concept and practice of Work Alignment and is a recognized expert on workforce and workplace trends. Corporations, public and private companies worldwide have been transformed and reached World Class status using McFletcher's work environment consulting services, workplace research and work-related products and processes.

Authors

Principals and authors
Donna and Tomas McIntosh-Fletcher
created the internationally recognized
WorkStyle Patterns® (WSP™) Process.



Twenty-six of
McFletcher's clients and
colleagues gathered to
dialog and offer their
workplace successes
and challenges.

Their insightful real-life
experiences are featured
throughout this book.
Visit and interact with their
dialogs and Workplace
of Action stories to gain
encouragement for how
you can, through Work
Alignment, realize the
promise of work for lasting
value.

Dialog Group



"Given the global realities organizations face today – including interdependence, complexity and competition – managers must get several things right. Two of them are *Purpose* and *Placement*. A purpose compelling for all their people. And a place, a position, exactly aligned with their people's preferences and potential. McFletcher has perfected precise methods to establish purpose and align potential."

*George Renwick, PhD, President, Renwick Associates,
Consultant for Multinational Executives*

www.mcfletcher.com • mcfletcher@mcfletcher.com
(480) 991-9497 (US phone number)

Join the discussion on the **Linked in**®
Work Alignment Dialog Group