



Transforming IT Culture: How to Use Social Intelligence, Human Factors and Collaboration to Create an IT Department That Outperforms (Wiley CIO)

Frank Wander

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Practical, proven guidance for transforming the culture of any IT department

As more and more jobs are outsourced, and the economy continues to struggle, people are looking for an alternative to the greed-driven, selfish leadership that has resulted in corporations where the workers are treated as interchangeable parts. This book shows how the human factors can be used to unlock higher returns on human capital such that workers are no longer interchangeable parts, but assets that are cared about and grown. Refreshingly innovative, *Transforming IT Culture* shows how neuroscientific and psychological research can be applied in the IT workplace to unleash a vast pool of untapped potential.

- Written by an expert on IT culture transformation
- Considers the widespread "cultural blindness" in business today, and how it can be addressed
- Draws on the author's repeated success transforming IT divisions across major corporations by applying the human factors
- Explains why social intelligence, human factors, and collaboration are the source of harmony, shared learning, mutual respect, and value creation

Employees want positive change in business, something to stop the downward spiral we are on, both financially and emotionally. *Transforming IT Culture* shows how the essential ingredient to any high performing IT department is a culture where employees are valued and managed to their strengths. Using the Information Technology profession as a lens through which we can understand knowledge worker productivity and how to seriously improve it, this important new book reveals why Collaborative Social Systems are essential to every organization.

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