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Larry Solomon

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Larry Solomon : Translate, Motivate, Activate: A Leader's Guide to Mobilizing Change before purchasing it in order to gage whether or not it would be worth my time, and all praised Translate, Motivate, Activate: A Leader's Guide to Mobilizing Change:

0 of 0 people found the following review helpful. Great contentBy Collin jonesWonderful book. Larry writes with wisdom from many years of experience and success, and the book is a joy to read. Full of insights to help managers build effective teams, I'd recommend this book to anyone in business.0 of 0 people found the following review helpful. The wisdom of SolomonBy CustomerExcellent read, many valuable pearls of wisdom. Should be kept handy as a reference for all managers and team leaders.

All growth comes with growing pains especially corporate growth. Larry Solomon, CEO of Solomon People Solutions and former executive vice president of human resources for the Dr Pepper Snapple Group, tackles the major challenges of mobilizing employees in his new book, Translate, Motivate, Activate. Using proper change management, team leaders can unify employees by following Solomon's four principles: engage, align, enable, and sustain. Through discussion and professional examples from Solomon's career, learn how to effectively communicate not just the plan but the vision of success to employees of all levels. Translate the company's vision to apply the actions of each employee. Motivate team members to work towards a common goal. Activate individuals' unique skills to unlock your company's full potential. Join Solomon on an enlightening discussion of the power that lies in communication, empathy, and teamwork.

"In Translate, Motivate, Activate, Larry Solomon lays out a logical and practical approach for effective translation of strategy into day-to-day actions of employees at every level of an organization. Visionary leaders need great translators. I encourage every CEO to read this book and share these proven effective methods with the head of their HR department." --Larry Young, President and CEO, Dr Pepper Snapple Group
"In a successful career spanning forty years, Larry has played vital roles in the design and execution of organizational change to drive healthy, sustainable performance. In his book, Translate, Motivate, Activate, he tells us not only what needs to be done, but offers practical guidance on how to do it, bringing the narrative to life through his own experiences. This is a must-read whether you are a general manager or a functional head, and especially if you need convincing that in any change people truly do matter." --Patrick Fleming, Business consultant and former Cadbury Schweppes executive
"Larry brings to our MBA

programs a unique approach. Our graduates learn to effectively translate organizational change principles into powerful actions that generate sustainable results." --Dr. David Springate, Founder and Academic Director of Executive MBA Programs, University of Texas at Dallas

About the Author Larry Solomon, CEO of Solomon People Solutions, served as executive vice president of human resources for the Dr. Pepper Snapple Group (DPS) from 2003 to August 2013. In this role, he was responsible for a company of approximately twenty thousand colleagues in over 200 facilities across North America and the Caribbean. As an executive leader, Larry contributed significantly to the company's evolution into an independent, fully integrated beverage business. This includes the consolidation of four separate beverage companies, the acquisition and integration of Dr. Pepper/Seven-Up Bottling Group and other major independent bottling and distributing businesses, and the establishment of Dr Pepper Snapple (DPS) after the Cadbury Schweppes PLC spinoff in 2008. Larry's service to DPS and Cadbury has spanned more than twenty-eight years and three continents. He joined the company in 1985 in his native country of South Africa, serving on the board of management as director of human resources for a wholly owned subsidiary. He was then promoted to sales director, leading a large sales force in serving national retail and foodservice accounts for Cadbury--Schweppes's beverage business in South Africa before moving internationally with the company. He moved to the United States in 1999 to become senior vice president of human resources for Dr Pepper/Seven Up Inc. after serving for three years on Cadbury's Global HR leadership team in London as director of organizational development. On a personal note, Larry received a training and development diploma through the Institute of Personnel Management in South Africa and an MBA from the University of Texas at Dallas. He and his wife, Charmaine, have four children, Tascha, Tyron, Donovan, and Kyle, and they live in Plano, Texas.

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