

Bestsellers Video

Jake Knapp

Everybody Matters Bob Chapman,Raj Sisodia,Rajendra Sisodia,2015-10-06 “Bob Chapman, CEO of the \$1.7 billion manufacturing company Barry-Wehmiller, is on a mission to change the way businesses treat their employees.” - Inc. Magazine Starting in 1997, Bob Chapman and Barry-Wehmiller have pioneered a dramatically different approach to leadership that creates off-the-charts morale, loyalty, creativity, and business performance. The company utterly rejects the idea that employees are simply functions, to be moved around, managed with carrots and sticks, or discarded at will. Instead, Barry-Wehmiller manifests the reality that every single person matters, just like in a family. That’s not a cliché on a mission statement; it’s the bedrock of the company’s success. During tough times a family pulls together, makes sacrifices together, and endures short-term pain together. If a parent loses his or her job, a family doesn’t lay off one of the kids. That’s the approach Barry-Wehmiller took when the Great Recession caused revenue to plunge for more than a year. Instead of mass layoffs, they found creative and caring ways to cut costs, such as asking team members to take a month of unpaid leave. As a result, Barry-Wehmiller emerged from the downturn with higher employee morale than ever before. It’s natural to be skeptical when you first hear about this approach. Every time Barry-Wehmiller acquires a company that relied on traditional management practices, the new team members are skeptical too. But they soon learn what it’s like to work at an exceptional workplace where the goal is for everyone to feel trusted and cared for—and where it’s expected that they will justify that trust by caring for each other and putting the common good first. Chapman and coauthor Raj Sisodia show how any organization can reject the traumatic consequences of rolling layoffs, dehumanizing rules, and hypercompetitive cultures. Once you stop treating people like functions or costs, disengaged workers begin to share their gifts and

talents toward a shared future. Uninspired workers stop feeling that their jobs have no meaning. Frustrated workers stop taking their bad days out on their spouses and kids. And everyone stops counting the minutes until it's time to go home. This book chronicles Chapman's journey to find his true calling, going behind the scenes as his team tackles real-world challenges with caring, empathy, and inspiration. It also provides clear steps to transform your own workplace, whether you lead two people or two hundred thousand. While the Barry-Wehmiller way isn't easy, it is simple. As the authors put it: Everyone wants to do better. Trust them. Leaders are everywhere. Find them. People achieve good things, big and small, every day. Celebrate them. Some people wish things were different. Listen to them. Everybody matters. Show them.

The Only Study Guide You'll Ever Need Jade Bowler, 2021-08-05 We've all been there: a new school year starts and there's 8 months till your exams - that's plenty of time, right? Then there's 6 months, 3 months, 1 month and oh, now there's 2 weeks left and you haven't started studying... What happens next is a panic-induced mayhem of highlighting everything in the textbook (without even questioning if it's actually helpful). But I'm here to help you change this! In *The Only Study Guide You'll Ever Need*, I'll cover a range of different topics including: · How to get started and pick up that pen · Learning techniques that actually work (hello, science of memory!) · The dos and don'ts of timetabling · And combatting fear of failure, perfectionism, exam stress and so much more! As a fellow student now at university, I definitely don't have a PhD in Exam Etiquette but this is the book younger me needed. All I wanted was one place that had a variety of tried-and-tested methods with reassurance from someone who had recently been through the education system. *The Only Study Guide You'll Ever Need* is just that, and I have collected the best techniques and tools I wish I'd known earlier to help you get through your studies and smash your exams! Jade x

The Kindle Publishing Bible Tom Corson-Knowles, 2013 How To Sell More Kindle Ebooks In 7 Days I Believe Kindle Publishing Should Be Fun, Profitable And Very, Very Easy If you want your book to become a Kindle best seller I can show you how! In this best selling book with over 25,000 copies sold, you will learn how to: Increase Your Book's Amazon And Google Search Traffic By 423% In 30 Minutes If you're a self-published author without a large platform or following, you will never be able to promote more than the published authors with huge marketing budgets. But you can outrank them on Amazon search every time! Why? Because 99% of Kindle authors don't know how to increase their search engine rankings in Amazon and Google. But I do - and I'm going to show you how in this book (it won't cost you a dime to implement these strategies). Most authors (even the ones with publishers and big marketing budgets) have no idea how to do keyword research, tag their book, add the right search keywords when they publish their book or insert keywords in their book description without it sounding like it was written by a robot. For New Authors: Step-By-Step Instructions With Picture Tutorials If you're a first-time Kindle publisher or technologically challenged then this book is for you! I even had my Grandma Ann Knowles follow the instructions step by step and she gave it a big thumbs up for easy to use instructions. The playing field has been leveled with ebook publishing - and if my Grandma can do it I guarantee you can too! For Existing Authors: How To Sell More Books In 5 Days Than You Did Last Month I'm going to share with you my KDP Select Free Promotion Marketing Formula for getting tens of thousands of readers to download your book in just 5 days. All you have to do is read the Marketing Formula instructions and follow them (it takes about 3 hours of work to get thousands of new readers). How To Sell On Kindle Using Your Book Description If you think your book is going to sell itself think again! If you're a fiction author or novelist, you have to show your readers the story and engage them in it or they

won't buy a book from an unknown author. And if you're a non-fiction author, you have to tell potential readers how your book is going to help them solve their problem fast or they'll click away without buying. I'm going to show you the Show And Tell system for selling more books on Kindle by giving you readers what they want and overcoming objections in your book description! Kindle marketing isn't about having a big marketing budget or publisher behind you - but you still need exposure and a great offer. This book will help you with get more exposure with Amazon search and other great marketing tips. You also have to make buying your book an irresistible offer so that when browsers get done reading your book description they say, I have to buy this book! You can't do that without a strategic plan and a well-written book description. Bonus! Video interviews with best-selling Kindle authors as they share their coveted book marketing strategies. About The Author My poetry was first published at age 16 in Teen Ink magazine and I started writing books at age 19 but had no idea how to get my message out to anyone other than my friends and family. Finally, I discovered Amazon's Kindle Publishing platform and published my first book on Kindle on February 10, 2012. Since then, I've sold tens of thousands of ebooks on Kindle and now earn a full-time income as a part-time Kindle author. I've since helped hundreds of self-published authors like myself sell more books on Kindle. If I can do it you can too! Learn how to sell more books on Amazon today. Scroll up and grab your copy today.

I, Libertine Theodore Sturgeon, 2013-06-18 DIVThe novel that began as a radio hoax, Theodore Sturgeon's *I, Libertine* is a hilarious erotic romp through the royal boudoirs of eighteenth-century London/divDIV Inspired by a notorious radio hoax in the mid-1950s, popular radio host and prankster Jean Shepherd exhorted his faithful listeners to approach their local booksellers the next morning and request copies of the historical novel *I, Libertine* by Frederick R. Ewing—a book that

had never been written, by an author who had never been alive. The hoax was so successful that I, Libertine became the talk of the town, even earning the unique distinction of being banned by the Archdiocese of Boston, despite the fact that it didn't yet exist. Now there was nothing left to do but write the thing . . . and fantasy and science fiction legend Theodore Sturgeon was called in to work his magic.

Originally written pseudonymously, Sturgeon's I, Libertine is a glorious tale of close shaves, daring escapes, and wildly licentious behavior. It covers the bawdy misdeeds of Captain Lance Courtenay as he carelessly romps through the royal court and the bedchambers of London's finest ladies. Chock-full of wicked wit and Sturgeon's trademark twists and turns, it is a hilarious, picaresque adventure that Ewing himself would certainly have been proud to call his own, if he had existed.

This ebook features an illustrated biography of Theodore Sturgeon including rare images and never-before-seen documents from the University of Kansas's Kenneth Spencer Research Library and the author's estate, among other sources.

Edupreneur: How To Monetise Your Expertise and Profitably Educate Your Market

Sarah Cordiner, 2017-09 Education is the new currency. Regardless of what business or industry you are in; if you wish to sell what you have to others, your commercial survival depends on you becoming the EDUPRENEUR. Consumers are tired of sales pitches and promises, and instead are seeking information and knowledge. By giving it to them you get to demonstrate your capability and expertise as much as they get to experience it - making you choice number 1 for their needs. Edupreneurs strategically share their expertise in a way that provides unprecedented global reach, immeasurable impact on the lives of others, and unlimited income potential. Every single person on Earth has an abundant and unique set of skills, experiences, and knowledge that could be turned into commercially profitable products and services. In this book, Sarah Cordiner will take you

through the fundamentals of monetising your expertise and profitably sharing what you know with the world. Whether you are an absolute beginner in creating and selling information and education-based products and services, or are up-levelling to a serious education-based business operation; this book will help you get there. Inside this book: How to commercialise your skills, knowledge, and expertise and start profiting from what is already in your head. How to create your own unique 'funnel of service', so that you no longer need to 'sell', and instead have your customers coming eagerly to you for your advice and expertise. A deep dive into the 10 stages of designing and building a highly successful information or education-based business so that you maximise your impact and income. How to price your informational and educational products and services; including courses, consulting, workshops and more. Where and how to sell your educational products for maximum exposure and sales - particularly online courses. The critical elements of an online education based business. What online tools, apps and products you need and how they all fit together for maximum profitability, scalability, and automation. How to use your expertise to become a well-known leader in your industry.

Making Music Videos Lara M. Schwartz, 2007 Making Music Videos, written by industry insider Lara M. Schwartz, reveals the nuts and bolts of making videos, including all the technical and managerial skills that producers and directors must have. From development, to writing a treatment, budgeting, assembling a crew, and preproduction, to the shoot, postproduction, and wrapping out; clear step-by-steps show exactly what moves to make them. Comments from some of the biggest names in music-video production today, including Nigel Dick, Marcos Siega, Sanaa Hamri, Roman Coppola, Mug, and others offer inspiration to aspiring creatives everywhere.

Spring Stinks Ryan T. Higgins, 2021-01-05 Ruth the bunny is excited to share the smelly

springtime smells of spring with Bruce! But what will Bruce think of all that stink? Little Bruce Book

Long Way Down Jason Reynolds, 2017-10-24 “An intense snapshot of the chain reaction caused by pulling a trigger.” —Booklist (starred review) “Astonishing.” —Kirkus Reviews (starred review) “A tour de force.” —Publishers Weekly (starred review) A Newbery Honor Book A Coretta Scott King Honor Book A Printz Honor Book A Time Best YA Book of All Time (2021) A Los Angeles Times Book Prize Winner for Young Adult Literature Longlisted for the National Book Award for Young People’s Literature Winner of the Walter Dean Myers Award An Edgar Award Winner for Best Young Adult Fiction Parents’ Choice Gold Award Winner An Entertainment Weekly Best YA Book of 2017 A Vulture Best YA Book of 2017 A Buzzfeed Best YA Book of 2017 An ode to Put the Damn Guns Down, this is New York Times bestselling author Jason Reynolds’s electrifying novel that takes place in sixty potent seconds—the time it takes a kid to decide whether or not he’s going to murder the guy who killed his brother. A cannon. A strap. A piece. A biscuit. A burner. A heater. A chopper. A gat. A hammer A tool for RULE Or, you can call it a gun. That’s what fifteen-year-old Will has shoved in the back waistband of his jeans. See, his brother Shawn was just murdered. And Will knows the rules. No crying. No snitching. Revenge. That’s where Will’s now heading, with that gun shoved in the back waistband of his jeans, the gun that was his brother’s gun. He gets on the elevator, seventh floor, stoked. He knows who he’s after. Or does he? As the elevator stops on the sixth floor, on comes Buck. Buck, Will finds out, is who gave Shawn the gun before Will took the gun. Buck tells Will to check that the gun is even loaded. And that’s when Will sees that one bullet is missing. And the only one who could have fired Shawn’s gun was Shawn. Huh. Will didn’t know that Shawn had ever actually USED his gun. Bigger huh. BUCK IS DEAD. But Buck’s in the elevator? Just as Will’s trying to think this through, the door to the next floor opens. A teenage girl gets on, waves away the

smoke from Dead Buck's cigarette. Will doesn't know her, but she knew him. Knew. When they were eight. And stray bullets had cut through the playground, and Will had tried to cover her, but she was hit anyway, and so what she wants to know, on that fifth floor elevator stop, is, what if Will, Will with the gun shoved in the back waistband of his jeans, MISSES. And so it goes, the whole long way down, as the elevator stops on each floor, and at each stop someone connected to his brother gets on to give Will a piece to a bigger story than the one he thinks he knows. A story that might never know an END...if Will gets off that elevator. Told in short, fierce staccato narrative verse, *Long Way Down* is a fast and furious, dazzlingly brilliant look at teenage gun violence, as could only be told by Jason Reynolds.

The Conversations Michael Ondaatje, 2012-12-03 During the filming of his celebrated novel *THE ENGLISH PATIENT*, Michael Ondaatje became increasingly fascinated as he watched the veteran editor Walter Murch at work. *THE CONVERSATIONS*, which grew out of discussions between the two men, is about the craft of filmmaking and deals with every aspect of film, from the first stage of script writing to the final stage of the sound mix. Walter Murch emerged during the 1960s at the centre of a renaissance of American filmmakers which included the directors Francis Coppola, George Lucas and Fred Zinneman. He worked on a whole raft of great films including the three *GODFATHER* films, *JULIA*, *AMERICAN GRAFFITI*, *APOCALYPSE NOW*, *THE UNBEARABLE LIGHTNESS OF BEING* and many others. Articulate, intellectual, humorous and passionate about his craft and its devices, Murch brings his vast experience and penetrating insights to bear as he explains how films are made, how they work, how they go wrong and how they can be saved. His experience on *APOCALYPSE NOW* - both originally and more recently when the film was completely re-cut - and his work with Anthony Minghella on *THE ENGLISH PATIENT* provide illuminating

highlights.

Big Media, Big Money Ronald V. Bettig, Jeanne Lynn Hall, 2002-12-24 Big Media, Big Money is a lively and scathing critique of the contemporary communications industry. With close readings of recent news events, Bettig and Hall look critically at the effects of 'media merger mania' on the structure and content of the movie, music, and book publishing industries. They further explore challenges posed by the Internet and the effects of copyright control, as well as growing corporate influence in the newsroom and the classroom. The authors conclude that current interconnections among media, big business, government, and education reflect capitalism's trend of concentration of wealth and power—posing a serious threat to democratic communications.

Bushcraft 101 Dave Canterbury, 2014-07-04 “With advice on not just getting along, but truly reconnecting with the great outdoors, Dave Canterbury’s treasure trove of world-renowned wisdom and experience comes to life within these pages.” —Bustle A New York Times Bestseller in Sports and Travel! The ultimate resource for experiencing the backcountry! Written by survivalist expert Dave Canterbury, Bushcraft 101 gets you ready for your next backcountry trip with advice on making the most of your time outdoors. Based on the 5Cs of Survivability--cutting tools, covering, combustion devices, containers, and cordages--this valuable guide offers only the most important survival skills to help you craft resources from your surroundings and truly experience the beauty and thrill of the wilderness. Inside, you'll also discover detailed information on: Choosing the right items for your kit. Manufacturing needed tools and supplies. Collecting and cooking food. Protecting yourself from the elements. With Canterbury's guidance, you'll not only prepare yourself for any climate and situation, you'll also learn how to use the art of bushcraft to reconnect with nature in ways you've never imagined.

ScrewAttack's Video Game Vault Craig Skistimas, Bryan Baker, Nick Cramer, Chad James, Shaun Bolen, 2016-06-28 Happy Anniversary N64! It's been twenty years since every kid growing up in the 90s lost their mind when they received an N64. Whether it was for your birthday, on Christmas morning or your bar mitzvah, the Nintendo 64 changed your life. The folks at ScrewAttack are no exception. To them, the 64 continues to be one of the greatest inventions known to man. With that kind of importance, it only made sense to relaunch the Video Game Vault series with the N64 leading the way. Following in the vein of their hit series Video Game Vault, ScrewAttack's debut book takes a look at one of the most important systems in history. The ScrewAttack team covers their favorite games for Nintendo's iconic console while providing quirky personal stories that these games helped create. From the traditional fan-favorites, to the games everyone loved to hate, the Vault is back and it has it all.

Drive Daniel H. Pink, 2011-04-05 The New York Times bestseller that gives readers a paradigm-shattering new way to think about motivation from the author of *When: The Scientific Secrets of Perfect Timing* Most people believe that the best way to motivate is with rewards like money—the carrot-and-stick approach. That's a mistake, says Daniel H. Pink (author of *To Sell Is Human: The Surprising Truth About Motivating Others*). In this provocative and persuasive new book, he asserts that the secret to high performance and satisfaction—at work, at school, and at home—is the deeply human need to direct our own lives, to learn and create new things, and to do better by ourselves and our world. Drawing on four decades of scientific research on human motivation, Pink exposes the mismatch between what science knows and what business does—and how that affects every aspect of life. He examines the three elements of true motivation—autonomy, mastery, and purpose—and offers smart and surprising techniques for putting these into action in a unique book that will

change how we think and transform how we live.

Tomorrow, and Tomorrow, and Tomorrow Gabrielle Zevin, 2022-07-05 NEW YORK TIMES BEST SELLER • Sam and Sadie—two college friends, often in love, but never lovers—become creative partners in a dazzling and intricately imagined world of video game design, where success brings them fame, joy, tragedy, duplicity, and, ultimately, a kind of immortality. It is a love story, but not one you have read before. Delightful and absorbing. —The New York Times • Utterly brilliant. —John Green One of the Best Books of the Year: The New York Times, Entertainment Weekly, TIME, GoodReads, Oprah Daily From the best-selling author of *The Storied Life of A. J. Fikry*: On a bitter-cold day, in the December of his junior year at Harvard, Sam Masur exits a subway car and sees, amid the hordes of people waiting on the platform, Sadie Green. He calls her name. For a moment, she pretends she hasn't heard him, but then, she turns, and a game begins: a legendary collaboration that will launch them to stardom. These friends, intimates since childhood, borrow money, beg favors, and, before even graduating college, they have created their first blockbuster, *Ichigo*. Overnight, the world is theirs. Not even twenty-five years old, Sam and Sadie are brilliant, successful, and rich, but these qualities won't protect them from their own creative ambitions or the betrayals of their hearts. Spanning thirty years, from Cambridge, Massachusetts, to Venice Beach, California, and lands in between and far beyond, Gabrielle Zevin's *Tomorrow, and Tomorrow, and Tomorrow* examines the multifarious nature of identity, disability, failure, the redemptive possibilities in play, and above all, our need to connect: to be loved and to love.

Billboard ,1986-10-25 In its 114th year, *Billboard* remains the world's premier weekly music publication and a diverse digital, events, brand, content and data licensing platform. *Billboard* publishes the most trusted charts and offers unrivaled reporting about the latest music, video,

gaming, media, digital and mobile entertainment issues and trends.

Trapped in a Video Game: The Complete Series Dustin Brady, 2020-04-01 Five books in one! With nonstop action, huge plot twists, and tons of humor, this series will quickly have your 7- to 12-year-old video game fan begging for just one more chapter. Getting sucked into a video game is not as much fun as you'd think. Sure, there are jetpacks, hover tanks, and infinite lives, but what happens when the game starts to turn on you? In this best-selling series, 12-year-old Jesse Rigsby finds out just how dangerous video games-and the people making those games - can be. Book One: Trapped in a Video Game Jesse hates video games - and for good reason. You see, a video game character is trying to kill him. After getting sucked into the new game Full Blast with his best friend, Eric, Jesse quickly discovers that he's being followed by a mysterious figure. If he doesn't figure out what's going on fast, he'll be trapped for good! Book Two: The Invisible Invasion Jesse's rescue mission has led him into the world of Go Wild, a Pokemon Go-style mobile game full of hidden danger and invisible monsters. Can Jesse stay alive long enough to sneak into the shady video game company and uncover what they're hiding? Book Three: Robots Revolt The robot villains from Super Bot World 3 have been released into the real world, and it's up to Jesse to get them back. This is Jesse's most dangerous mission yet, because this time, the video game is real. And in the real world, there are no extra lives. Book Four: Return to Doom Island In this retro adventure, Jesse will need to outsmart a superintelligent android, outlast a tireless drone, and outswim an eight-bit shark. If he can somehow pull all that off, Jesse will discover that he hasn't even gotten to the scary part yet. Book Five: The Final Boss Jesse and Eric have 10 minutes to save the world. In those 10 minutes, they're supposed to dive into a massive video game universe, track down an all-powerful madman, and stop his evil plan before it's too late. Sound impossible? It's super impossible. The clock is

ticking.

Sprint (Republish) Jake Knapp, 2018-07-19 Anda mungkin beruntung memiliki pekerjaan atau proyek mendatang dengan visi yang cemerlang. Namun, upaya mewujudkan visi ini sering kali tak mudah. Setiap hari Anda gampang sekali terjebak dalam berbagai hal: surel yang seolah tiada habisnya, tenggat yang molor, rapat-rapat sehabisan yang menyita waktu, dan proyek jangka panjang yang hanya berdasarkan asumsi. Sudah waktunya Anda mencoba Sprint, sebuah metode untuk memecahkan masalah dan menguji ide-ide baru, menyelesaikan lebih banyak hal dengan efisien. Buku ini ditulis Jake Knapp, mantan Design Partner Google Ventures, untuk menuntun Anda merasakan pengalaman menerapkan metode yang telah mendunia ini. Sprint mewujudkan pengekskusian ide besar hanya dalam lima hari. Menuntun tim Anda dengan checklist lengkap, mulai dari Senin hingga Jumat. Menjawab segala pertanyaan penting yang sering kali hanya disimpan di benak mereka yang sedang menguji ide/konsep/produk. Sprint juga membantu Anda lebih menikmati setiap proses. Anda bisa mengamati dan bergabung dengan ratusan dari pelaku Sprint di seluruh dunia melalui tagar #sprintweek di Twitter. Sebuah proyek besar terjadi pada 2009. Seorang insinyur Gmail bernama Peter Balsiger mencetuskan ide mengenai surel yang bisa teratur secara otomatis. Saya sangat tertarik dengan idenya—yang disebut “Kotak Masuk Prioritas”—dan merekrut insinyur lain, Annie Chen, untuk bergabung bersama kami. Annie setuju, tetapi dia hanya punya waktu sebulan untuk mengerjakannya. Kalau kami tidak bisa membuktikan bahwa ide itu bisa diterapkan dalam jangka waktu tersebut, Annie akan beralih ke proyek lainnya. Saya yakin waktunya tidak akan cukup, tetapi Annie adalah insinyur yang luar biasa. Jadi, saya memutuskan untuk menjalaninya saja. Kami membagi waktu sebulan itu ke dalam empat bagian yang masing-masing lamanya seminggu. Setiap pekan, kami menggarap desain baru. Annie dan

Peter membuat purwarupa, lalu pada akhir minggu, kami menguji desain ini bersama beberapa ratus orang lainnya. Pada akhir bulan, kami menemukan solusi yang bisa dipahami dan diinginkan orang-orang. Annie tetap menjadi pemimpin untuk tim Kotak Masuk Prioritas. Dan entah bagaimana caranya, kami berhasil menyelesaikan tugas desainnya dalam waktu yang lebih singkat dari biasanya. Beberapa bulan kemudian, saya mengunjungi Serge Lachapelle dan Mikael Drugge, dua orang karyawan Google di Stockholm. Kami bertiga ingin menguji ide perangkat lunak untuk konferensi video yang bisa dijalankan lewat peramban. Karena saya berada di kota tersebut hanya selama beberapa hari, kami bekerja secepat mungkin. Pada penghujung kunjungan saya, kami berhasil menyelesaikan purwarupanya. Kami mengirimkannya ke rekan kerja kami lewat surel dan mulai menggunakannya dalam rapat. Dalam beberapa bulan, seluruh perusahaan sudah bisa menggunakannya. (Selanjutnya, versi yang sudah dipoles dan disempurnakan dari aplikasi berbasis web tersebut dikenal sebagai Google Hangouts.) Dalam kedua kasus tersebut, saya menyadari bahwa saya bekerja jauh lebih efektif ketimbang rutinitas kerja harian saya atau ketika mengikuti lokakarya diskusi sumbang saran. Apa yang membedakannya? Saya menimbang kembali lokakarya tim yang saya gagas sebelumnya. Bagaimana kalau saya memasukkan elemen ajaib lainnya—fokus pada kerja individu, waktu untuk membuat purwarupa, dan tenggat yang tak bisa ditawar? Saya lalu menyebutkan, “sprint” desain. Saya membuat jadwal kasar untuk sprint pertama saya: satu hari untuk berbagi informasi dan mereka ide, diikuti dengan empat hari pembuatan purwarupa. Sekali lagi, tim Google menyambut baik eksperimen ini. Saya memimpin sprint untuk mendesain Chrome, Google Search, Gmail, dan proyek-proyek lainnya. Ini sangat menarik. Sprint ini berhasil. Ide-ide diuji, dibangun, diluncurkan, dan yang terbaik, kebanyakan dari ide-ide ini berhasil diterapkan dalam dunia nyata. Proses sprint menyebar di seisi Google dari satu tim ke tim lain, dari satu kantor

ke kantor lain. Seorang desainer dari Google X tertarik dengan metode ini, jadi dia menjalankan sprint untuk sebuah tim di Google Ads. Anggota tim dalam sprint di Ads kemudian menyampaikannya kepada kolega mereka, dan begitu seterusnya. Dalam waktu singkat saya mendengar penerapan sprint dari orang-orang yang tidak saya kenal. Dalam perjalanannya, saya membuat beberapa kesalahan. Sprint pertama saya melibatkan empat puluh orang—jumlah yang sangat besar dan justru hampir menghambat sprint tersebut, bahkan sebelum dimulai. Saya menyesuaikan waktu yang diperlukan untuk mengembangkan ide dan pembuatan purwarupa. Saya jadi memahami mana yang terlalu cepat, terlalu lambat, hingga akhirnya menemukan yang waktu paling sesuai. Beberapa tahun kemudian, saya bertemu Bill Maris untuk membicarakan sprint. Bill adalah CEO Google Ventures, perusahaan modal ventura yang didirikan Google untuk berinvestasi pada startup-startup potensial. Dia adalah salah satu orang berpengaruh di Silicon Valley. Namun, Anda tidak akan menyangkanya dari pembawaannya yang santai. Pada sore itu, dia mengenakan pakaian khasnya, yaitu topi bisbol dan kaus dengan tulisan tentang Vermont. Bill tertarik untuk menjalankan sprint dengan startup dalam portofolio GV. Startup biasanya hanya memiliki satu kesempatan emas untuk mendesain sebuah produk yang sukses, sebelum akhirnya kehabisan dana. Sprint bisa membantu mencari tahu apakah startup-startup ini berada di jalur yang tepat sebelum akhirnya mereka bisa berkecimpung dalam tahapan yang lebih berisiko untuk membangun dan meluncurkan produk mereka. Dengan menjalankan sprint, mereka bisa mendapatkan sekaligus menghemat uang. Namun agar berhasil, saya harus menyesuaikan proses sprint ini. Saya sudah berpikir mengenai produktivitas individu dan tim selama beberapa tahun. Namun, saya hampir tidak tahu apa-apa mengenai startup dan kebutuhan bisnis mereka. Tetap saja, antusiasme Bill meyakinkan saya bahwa Google Ventures adalah tempat yang tepat untuk menerapkan

sprint—sekaligus tempat yang tepat bagi saya. “Ini misi kita,” ujarnya, “untuk bisa menemukan entrepreneur terbaik di muka bumi dan membantu mereka membuat dunia ini menjadi tempat yang lebih baik.” Saya tentu tak bisa menolaknya. Di GV, saya bergabung dengan tiga rekan lain: Braden Kowitz, John Zeratsky, dan Michael Margolis. Bersama, kami mulai menjalankan sprint dengan startup-startup, bereksperimen dengan prosesnya, dan menguji hasilnya agar bisa menemukan cara untuk memperbaikinya. Ide-ide dalam buku ini lahir dari semua anggota tim kami. Braden Kowitz memasukkan desain berbasis cerita dalam proses sprint, sebuah pendekatan tak biasa yang berfokus pada pengalaman konsumen alih-alih komponen individu atau teknologi. John Zeratsky membantu kami memulai dari akhir sehingga tiap sprint bisa membantu menjawab berbagai pertanyaan bisnis paling penting. Braden dan John memiliki pengalaman dalam bisnis dan startup, hal yang tidak saya miliki, dan mereka menyesuaikan prosesnya untuk menciptakan fokus yang lebih baik dan keputusan yang lebih cerdas di tiap sprint. Michael Margolis mendorong kami untuk mengakhiri tiap sprint dengan pengujian di dunia nyata. Dia menjalankan riset konsumen, yang perencanaan dan pelaksanaannya bisa menghabiskan waktu berminggu-minggu, dan menemukan cara untuk mendapatkan hasil yang jelas hanya dalam sehari. Ini benar-benar sebuah keajaiban. Kami tidak perlu lagi menebak-nebak apakah solusi kami bagus atau tidak karena di akhir tiap sprint, kami mendapatkan jawabannya. Kemudian ada Daniel Burka, seorang entrepreneur yang mendirikan dua startup sebelum menjual salah satunya ke Google dan bergabung dengan GV. Saat kali pertama menjelaskan proses sprint kepadanya, dia skeptis. Baginya, sprint terdengar seperti serangkaian proses manajemen yang rumit. Namun, dia sepakat untuk mencoba salah satunya. “Dalam sprint pertama itu, kami memangkas prosesnya dan menciptakan sesuatu yang ambisius hanya dalam sepekan. Saya benar-benar jatuh hati.” Setelah kami berhasil meyakinkannya, pengalaman langsung

Daniel sebagai seorang pendiri startup dan sikapnya yang tidak menoleransi omong kosong membantu kami menyempurnakan prosesnya. Sejak sprint pertama di GV pada 2012, kami telah beradaptasi dan bereksperimen. Mulanya kami mengira pembuatan purwarupa dan riset yang cepat hanya akan berhasil untuk produk berskala besar. Mampukah kami bergerak sama cepatnya jika konsumen kami adalah para ahli di berbagai bidang seperti kesehatan dan keuangan? Tanpa disangka, proses lima hari ini bisa bertahan. Proses ini sesuai untuk semua jenis konsumen, mulai dari investor sampai petani, dari onkolog sampai pemilik bisnis skala kecil. Juga bagi situs web, aplikasi iPhone, laporan medis, hingga perangkat keras berteknologi tinggi. Tidak hanya untuk mengembangkan produk, kami juga menggunakan sprint untuk menentukan prioritas, strategi pemasaran, bahkan menamai perusahaan. Proses ini berulang-ulang menyatukan tim dan menjadikan ide-ide menjadi nyata. Selama beberapa tahun belakangan, tim kami mendapatkan beragam kesempatan untuk bereksperimen dan memvalidasi ide kami mengenai proses kerja. Kami menjalankan lebih dari seratus sprint bersama dengan startup-startup dalam portofolio GV. Kami bekerja bersama, sekaligus belajar dari para entrepreneur brilian seperti Anne Wojcicki (pendiri 23andMe), Ev Williams (pendiri Twitter, Blogger, dan Medium), serta Chad Hurley dan Steve Chen (pendiri YouTube). Pada awalnya, saya hanya ingin membuat hari-hari kerja saya efisien dan berkualitas. Saya ingin berfokus pada apa yang benar-benar penting dan menjadikan waktu saya berharga—bagi saya, tim, dan konsumen kami. Kini, lebih dari satu dekade kemudian, proses sprint secara konsisten telah membantu saya meraih mimpi tersebut. Dan saya sangat senang berbagi mengenai hal tersebut dengan Anda dalam buku ini. Dengan keberuntungan, Anda bisa memilih pekerjaan Anda karena visi yang tajam. Anda ingin berbagi visi tersebut kepada dunia, baik yang berupa pesan, layanan, maupun pengalaman, dengan perangkat lunak maupun keras, atau

bahkan—sebagaimana dicontohkan dalam buku ini—sebuah cerita atau ide. Namun, mewujudkan visi ini tak mudah. Gampang sekali terjebak dalam berbagai hal: surel yang seolah tiada habisnya, tenggat yang molor, rapat-rapat seharian yang menyita waktu Anda, dan proyek jangka panjang yang hanya berdasarkan asumsi. Prosesnya tidak harus selalu seperti ini. Sprint menawarkan jalur untuk memecahkan masalah-masalah besar, menguji ide-ide baru, menyelesaikan lebih banyak hal, dan melakukan semuanya dengan lebih cepat. Sprint juga membantu Anda lebih menikmati prosesnya. Dengan kata lain, Anda benar-benar harus mencobanya sendiri. Ayo kita mulai. —Jake Knapp San Francisco, Februari 2016 [Mizan, Bentang Pustaka, Manajemen, Ide, Kreatif, Inovasi, Motivasi, Dewasa, Indonesia] spesial seri bentang bisnis & startup

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