

Reinventing Organizations Frederic Laloux

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Organizational Design in a Complex and Unstable World
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The Innovation-Friendly Organization
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Culture Change in Organizations
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The Experience-Centric Organization
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10 year anniversary edition of the global bestseller with a new foreword and afterword by the author the way we manage organizations seems increasingly out of date survey after survey shows that a majority of employees feel disengaged from their companies the epidemic of organizational disillusionment goes way beyond corporate america teachers doctors and nurses are leaving their professions in record numbers because the way we run schools and hospitals kills their vocation government

agencies and nonprofits have a noble purpose but working for these entities often feels soulless and lifeless just the same all these organizations suffer from power games played at the top and powerlessness at lower levels from infighting and bureaucracy from endless meetings and a seemingly never ending succession of change programs deep inside we long for soulful workplaces for authenticity community passion and purpose the solution according to many progressive scholars lies with more enlightened management but reality shows that this is not enough in most cases the system beats the individual when managers or leaders go through an inner transformation they end up leaving their organizations because they no longer feel like putting up with a place that is inhospitable to the deeper longings of their soul we need more enlightened leaders but we need something more enlightened organizational structures and practices but is there such a thing can we conceive of enlightened organizations in this groundbreaking book the author shows that every time humanity has shifted to a new stage of consciousness in the past it has invented a whole new way to structure and run organizations each time bringing extraordinary breakthroughs in collaboration a new shift in consciousness is currently underway could it help us invent a radically more soulful and purposeful way to run our businesses and nonprofits schools and hospitals the pioneering organizations researched for this book have already cracked the code their founders have fundamentally questioned every aspect of management and have come up with entirely new organizational methods even though they operate in very different industries and geographies and did not know of each other's experiments the structures and practices they have developed are remarkably similar it's hard not to get excited about this finding a new organizational model seems to be emerging and it promises a soulful revolution in the workplace reinventing organizations describes in practical detail how organizations large and small can operate in this new paradigm leaders founders coaches and consultants will find this work a joyful handbook full of insights examples and inspiring stories

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the uplifting message of reinventing organizations has resonated with readers all over the world and they have turned it one conversation at a time into a word of mouth phenomenon the book has helped shift the conversation from what's broken with management today to what's possible it is inspiring thousands of organizations corporations and nonprofits schools and hospitals to adopt radically more powerful soulful and purposeful practices the book resonates widely but not everyone has time to devote to a dense 360 page management book this illustrated version conveys the main ideas of the original book and shares many of its real life stories in a lively engaging way don't be surprised if you find it hard to put down and end up reading it almost in one sitting welcome to the conversation on next stage organizations

our summary is short simple and pragmatic it allows you to have the essential ideas of a big book in less than 30 minutes by reading this summary you will learn how a new conception of the company makes it possible to reconcile work with the deepest aspirations of each individual you will also learn that each advance in the history of mankind has been accompanied by a certain conception of management the majority of employees have no interest other than financial interest in their jobs a new business model is

in the process of reconciling salaried work with the aspirations of individuals the company is becoming a living organism responsive to all internal and external signals from the market and society this model is based on the autonomy of teams and the conviction that each employee must be fully himself herself in order to bring added value to the company there is a consensus that a company can only succeed if it is led by a hierarchy that decides its strategy and organizes its operations but this model is running out of steam work is no longer perceived as fulfilling and the current model of growth and over consumption is depleting the planet's resources a new organizational model is emerging that is more fulfilling more productive and more harmonious it is based on the collective intelligence and accomplishment of each individual through his or her work buy now the summary of this book for the modest price of a cup of coffee

this second edition of management of international institutions and ngos covers all key topics in global governance from a unique management perspective it analyzes the management challenges associated with international cooperation rather than the more commonly explored political or economic lenses this text is structured to enable students to connect theory with practice beginning with the main management frameworks developed in the context of corporate and national public nonprofit organizations and adapting them to the specificity of international institutions and international non governmental organizations this leads to the identification of a tailored approach to international organization management based on their institutional and operational settings stakeholder groups core business staff profiles and financial arrangements the authors then connect this theory with practice by linking frameworks to several case studies and best practices of organizations currently experimenting with management systems and tools with case studies including the world bank and the gates foundation this edition has been extensively revised and updated with an expanded conceptual framework inclusive of systemic theories of organization new cases throughout and new chapters on leadership supply chain and operations and human centered digitization this comprehensive textbook is a must own resource for students and academics involved with studying and working with international organizations

evidence from neuroscience shows that individuals and organizations are more successful when people are encouraged to take risks explore new ideas and channel their energies in ways that work for them and yet many organizations are filled with bullies vicious gossip undermining behaviours hijacking tactics political jockeying for position favouritism and other factors that instil fear and impede productivity it is no wonder that organizations are actively looking at how they can improve and maintain the psychological health and wellbeing of their employees to the benefit of all concerned the fear free organization reveals how our new understanding of the neurobiology of the self how the brain constructs the person can transform for the better the way our businesses and organizations work academic yet accessible the fear free organization addresses head on the issue that scared people spend a lot more time plotting their survival than working productively the book helps leaders understand the neurobiology of fear face the damage it is doing and replace it with building relationships managing energy flow and fostering trust it guides you in making your workplace one that's full of energy not adrenalin focused on possibility not profit and generates independent thinking not obedience so you can promote the psychological wellbeing that is strongly correlated with greater energy motivation and better cognitive function

organizations of all kinds create a sense of purpose and sometimes incomparable performance that individuals cannot achieve alone this textbook examines the

developments and changes that organizations should make in order to be successful in today's complex organizational environment the authors explain various models and concepts of organizational design highlight the important role played by agile management and self organization and reflect on the consequences these concepts have for practical organizational work the necessary organizational development can only be meaningfully and successfully implemented with consideration of the existing corporate culture and knowledge of the fundamentals of knowledge management so these are also taught in the textbook the overarching goal of organizational design is to promote the organization's resilience to crises after laying the foundations for this the penultimate chapter is dedicated to the aspect of resilience followed by an outlook for the future the didactic structure of the textbook includes learning objectives practical examples and case studies as well as learning comprehension questions and the opportunity to test your own knowledge with the springer nature flashcards this textbook has been recommended and developed for university courses in germany austria and switzerland

the guide for all leaders and senior managers offering the answers to critical questions on organizational design and management every year over 10 000 business books are published and that's before you add in the hundreds of thousands of articles blogs and video lectures that are produced leaders can't possibly hope to digest it all and writers increasingly sensationalize and spin their ideas in order to be noticed the result put quite simply the field of management thinking is in danger of losing the plot in this new book scott keller and mary meaney senior partners at mckinsey company the world's preeminent management consultancy cut to the chase by answering the 10 most important and timeless questions that every leader needs to answer in order to maximize the performance and health of their organization what's more the authors recognize that great leaders may not have time for long winded business books in leading organizations answers are kept to the essentials hard facts counter intuitive insights and practical steps all presented in an accessible and highly visual format if there's one essential business book you should read ever it's this one

this book explores five cultural traits diversity integrity curiosity reflection and connection that encourage the birth and successful development of new ideas and shows how organizations that are serious about innovation can embrace them innovation the driver of change and resilience it is totally dependent on culture the social environment which shapes how ideas emerge and evolve ideas need to breathe and culture determines the quality of the air if it's stuffy and lacks flow then no idea however brilliant will live long enough to fulfil its potential creating these innovation friendly conditions is one of the key challenges facing organizations today and one that is especially difficult for them focused as they are on efficiency and control innovation anna simpson argues begins with diversity of thought and attitude the opposite of conformity and standardisation likewise with ongoing pressures to deliver results before yesterday how can organizations allow sufficient space for the seemingly aimless process of following interesting possibilities and pondering on the impact of various options anna simpson shows how large organizations can adapt their culture to enable the exchange of different perspectives to support each person to bring their whole self to their work to embrace the aimlessness that fosters creative experimentation to take the time to approach change with the care it deserves and lastly to develop the collective strength needed to face the ultimate sledgehammer test

geoff boyce offers an exploration of one of the urgent challenges of our time how are we all going to get along together despite our differences he develops an insight by henri nouwen the creation of free space for the other applying this concept to the personal interpersonal and organisational he draws on personal insights and experiences

and the contributions of scholars and public figures

the sixth edition of management and the arts has been revised and updated with the latest concepts theories and practices to meet the evolving demands faced by arts managers in cultural organizations around the world this comprehensive textbook covers a wide range of topics including planning strategy development leading marketing fundraising budgeting finance staffing and operations the book takes an interdisciplinary approach as it explores how arts managers and leaders can develop equitable collaborative and dynamic organizations that bring communities together to experience all the arts have to offer it also includes illustrations tables tools techniques and case studies that can be applied in a wide range of visual and performing arts organizations each chapter features terms learning outcomes real world examples and discussion questions designed to help students build skills develop strategies and understand options to consider in meeting the challenges faced by cultural organizations new to this edition an extensive focus on how arts managers and organizations can successfully engage in developing and implementing equity diversity and inclusion programs expanded content on leadership marketing social media and fundraising theories practices and ethics updated content about planning and assessment business models entrepreneurship and heuristics expanded coverage of organizational culture and its impact on programming operations and inclusion additional perspectives about leading in the arts examination of theories of motivation and communication and expanded discussion on leadership ethics integration of topics on operations budgeting and finance including technology and crm systems suggested additional readings website links and a broad array of other resources have been carefully gathered to help faculty guide students of performing arts programs and arts management courses as they explore what is required to work with artists board members staff funders volunteers and community leaders management and the arts includes access to a companion website featuring a sample syllabus additional project assignments suggested resources and chapter by chapter powerpoint slides managementandthearts.com

culture change in four steps this extraordinary and well illustrated book offers you valuable insights and tools for the four iterative phases of cultural change it serves as a reference and shows you how large scale change happens through viral change it offers valuable insights and combines important findings from applied psychology case studies and practical instructions for action with valuable insights from behavioral economics and neuroscience contents concrete tools for the four iterative phases of cultural change practical case studies from the corporate world including digital change and new work in depth background knowledge on behavioral and mindset change tips for culture change agents on how to use emotional intelligence and mindfulness to build resilience and master change in the face of resistance helpful didactics through illustrations summaries checklists of success factors background reflection and exercise boxes target groups executives human resources professionals people from organizational development consultants in startups mid sized companies and global international corporations as well as public organizations authors dr svea von hehn has been working internationally as a management consultant including for mckinsey company since 1999 she holds a phd in psychology is a multi certified systemic coach and is a partner at return on meaning nils i cornelissen has been working internationally as a management consultant including for mckinsey company since 2003 he holds a degree in communications and a master s degree in psychology and sociology he is a certified coach as well as a facilitator and partner at return on meaning claudia braun has been working internationally as a management consultant including for mckinsey company since 2007 she holds a degree in international business administration a

master of public administration a master of public policy as well as various certifications she is a partner at return on meaning the translation was done with the help of artificial intelligence a subsequent human revision was done primarily in terms of content

this book takes a practical look at how it organizations need to position themselves optimally in this dynamically changing world and what this means for the leadership of this increasingly important it in addition the book takes a closer look at the topic of managing an it organization what is the role and what are the leadership responsibilities of a cio how and by what means can an it organization best be managed how can complex change processes and transformations be managed thus the book offers a practical guide for organizational change or reorganization of it with many tips on change management leadership and agile methods and approaches in the new it organization

this book shows an innovative way for managers to gain a better understanding of emotions in teams and organizational units and thus positively influence agile development in the context of digital transformation of companies digitalization does not just lead to technical changes it dramatically changes the way employees work with each other as well as how executives play their roles in an agile working environment middle management in particular loses power influence and relevance and customer relationships are subject to greater affectivity the result is an increased emotionalization of the actors which should be recognized and understood prior to designing the emotional landscape of the organization and to developing and implementing successful business models the author introduces various conventional and ai based instruments based on current research for handling emotions supported by practical concepts

is your organization prepared for the next paradigm of customer experience or will you be left behind this practical book will make you a winner in a market driven by experience enabling you to develop desirable offerings and standout service to attract loyal customers author simon clatworthy shows you how to transform your organization into one that aligns your customers experiential journey with platforms organizational structures and strategic alliances rather than treat customer experience as an add on to product and service design you ll discover how experience centricity can drive the whole organization learn the five steps necessary to transform into an experience centric organization explore the underlying structure needed to design and deliver memorable experiences understand how customers and clients experience products and services develop experiential dna as an extension of your brand dna be proactive by translating cultural trends into experiences

practical guidance and inspiration for launching sustaining or improving any agile enterprise transformation initiative as long time competitive advantages disappear astute executives and change agents know they must achieve true agile transformation in unlocking agility jorgen hesselberg reveals what works what doesn t and how to overcome the daunting obstacles distilling 10 years of experience leading agile transformation in the enterprise hesselberg guides you on jumpstarting change sustaining momentum and executing superbly on customer commitments as you move forward he helps you identify appropriate roles for consultants optimize organizational structures set realistic expectations and measure against them he shares first hand accounts from pioneering transformation leaders at firms including intel nokia salesforce com spotify and many more balance building the right thing the right way at the right speed design a holistic transformation strategy using five dimensions of agility

technology organizational design people leadership and culture promote agile skills knowledge and abilities throughout your workforce incorporate powerful leadership models including level 5 teal and beyond budgeting leverage business agility metrics to affect norms and change organizational culture establish your agile working group the engine of agile transformation define operating models and strategic roadmaps for unlocking agility and track your progress you already know agile transformation is essential now discover how to customize your strategy execute on it in your environment and achieve it

this guide shows readers how to transform a traditional organization into an evolutionary one with a framework and mindset that offer a new way of leading and approaching change now more than ever society is demanding change and organizations are being asked to shift into more conscious and agile business practices yet most of what people believe about leadership effective workplaces and how to create lasting change is either incomplete or outright incorrect and even if the desire to change is there understanding of how to achieve it is elusive this book holds the key it introduces the shift evolutionary leadership framework self which helps leaders create the understanding and application needed to evolve high performance at the core of the book are dozens of business patterns that cut across seven dimensions of organizational functioning the traps of traditional organizations are contrasted with the high performance practices of evolutionary organizations authors michael sahota and audree tata sahota explain the steps of leading beyond change evolving beyond servant leadership to make the inner shift needed to unlock the practical skills and techniques whether readers call this shift business agility teal agility evolutionary or the future of work it is possible to create high performing organizations filled with energized people who are able to surf the waves of change

a guide to successfully operating in a lean agile organization for solutions architects and enterprise architects key featuresdevelop the right combination of processes and technical excellence to address architectural challengesexplore a range of architectural techniques to modernize legacy systemsdiscover how to design and continuously improve well architected sustainable softwarebook description many organizations have embraced agile methodologies to transform their ability to rapidly respond to constantly changing customer demands however in this melee many enterprises often neglect to invest in architects by presuming architecture is not an intrinsic element of agile software development since the role of an architect is not pre defined in agile many organizations struggle to position architects often resulting in friction with other roles or a failure to provide a clear learning path for architects to be productive this book guides architects and organizations through new agile ways of incrementally developing the architecture for delivering an uninterrupted continuous flow of values that meets customer needs you ll explore various aspects of agile architecture and how it differs from traditional architecture the book later covers agile architects responsibilities and how architects can add significant value by positioning themselves appropriately in the agile flow of work through examples you ll also learn concepts such as architectural decision backlog the last responsible moment value delivery architecting for change devops and evolutionary collaboration by the end of this agile book you ll be able to operate as an architect in agile development initiatives and successfully architect reliable software systems what you will learnacquire clarity on the duties of architects in agile developmentunderstand architectural styles such as domain driven design and microservicesidentify the pitfalls of traditional architecture and learn how to develop solutionsunderstand the principles of value and data driven architecturediscover devops and continuous delivery from an architect s perspectiveadopt lean agile documentation and governancedevelop a set of personal and

interpersonal qualities find out how to lead the transformation to achieve organization wide agility who this book is for this agile study guide is for architects currently working on agile development projects or aspiring to work on agile software delivery irrespective of the methodology they are using you will also find this book useful if you are a senior developer or a budding architect looking to understand an agile architect's role by embracing agile architecture strategies and a lean agile mindset to understand the concepts covered in this book easily you need to have prior knowledge of basic agile development practices

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Conclusion

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