Reinventing Organizations A Guide To Creating Organizations Inspired By The Next Stage Of Human Consciousness

"We need this book! . . . Adams and Frauenheim show that we need to develop a more expansive conception of what it means to be a man." —Cary Cherniss, PhD, coauthor of Leading with Feeling In a recent FiveThirtyEight poll, sixty percent of men surveyed said society "puts pressure on men to behave in a way that is unhealthy or bad. Men account for eighty percent of suicides in the United States, and three in ten American men have suffered from depression. Ed Adams and Ed Frauenheim say a big part of the problem is a model of masculinity that's become outmoded and even dangerous, to both men and women. The conventional notion of what it means to be a man—what Adams and Frauenheim call "Confined Masculinity" —traps men in an emotional straitjacket; steers them toward selfishness, misogyny, and violence; and severely limits their possibilities. As an antidote, they propose a new paradigm: Liberating Masculinity. It builds on traditional masculine roles like the protector and provider, expanding men's options to include caring, collaboration, emotional expressivity, an inclusive spirit, and environmental stewardship. Through hopeful stories of men who have freed themselves from the strictures of Confined Masculinity, interviews with both leaders and everyday men, and practical exercises, this book shows the power of a masculinity defined by what the authors call the five C's: curiosity, courage, compassion, connection, and commitment. Men will discover a way of being that fosters healthy, harmonious relationships at home, at work, and in the world. "A wonderful book for thinking about how to release ourselves from crippling processes." —Paul Gilbert, PhD, author of The Compassionate Mind

"In Food Story, Elise Museles shows you how to heal your relationship with food, make nourishing choices, and feel 'in charge' of your health and your life." —Mark Hyman, MD, New York Times bestselling author of The Pegan Diet and head of strategy and innovation at the Cleveland Clinic Center for Functional Medicine Finding peace with food isn't about eating more kale, drinking more water, or doing more yoga. It's about unlocking your food story, your inner narrative about what you eat and why you eat what you do. When it comes to food, everyone has a story. The way you feel about food, think about food, deprive yourself or overindulge, the specific things you crave … There's always a story behind it. Your food story is a big swirl of many things: how you were raised, the messages you received from influential people and absorbed from the media, your positive memories and your painful memories about food. All of it comes together to create thoughts and patterns that directly impact your health and happiness. In Food Story, certified eating psychology expert and health coach Elise Museles offers you a way out of all the stress and confusion with food, and leads you to a more joyful and relaxed way to eat, think, and live. By understanding your food story, how it formed, and how it drives your choices, you'll say goodbye to guilt and shame as you release the disempowering stories looping inside your mind. You'll finally allow food to help you live your best life—not control it. Food Story is a permission slip to love yourself, filled with juicy questions for reflection, practical tools for cultivating confidence, and grounding rituals for tuning in to your body's true needs and desires. Plus, you'll discover a fun, science-backed way to look at food with over 35 luscious recipes divided by mood. Whether it's happy, focused, radiant, strong, comforted, sensual, or calm, there are nutrients (and recipes!) to bring on that feeling! With Food Story, you'll find all the ingredients you need to banish negative self-talk, reclaim your power, and transform your relationship with food—and yourself—for good.

In today's volatile business environment, it is more important than ever that managers, whether of a global multinational or a small team, should understand the fundamentals of organizational design. Written specifically for executives and executive MBA students, the edition of this successful book provides a step-by-step 'how to' guide for designing an organization. It features comprehensive coverage of the key aspects of organizational design, including goals, strategy, process, people, coordination, control and incentives. These aspects are explained through the use of a unique series of 2 x 2 graphs that provide an integrated, spatial way to assess and plan organizational design. The new edition features a number of important improvements, including a new framework for understanding leadership and organizational climate, the introduction of the concept of manoeuvrability and a completely new chapter examining joint ventures, mergers, partnerships and strategic alliances.

Joost and Pim, known as the Corporate Rebels, are on a mission to make work more fun. They quit frustrating corporate jobs to visit the world's most inspiring companies. Now, after visiting 100+ pioneering organisations and interviewing 1000+ academics, employees, and CEOs, they share eight lessons from the world's most progressive workplaces.

Smarter Choices for Getting Work Done, Revised and Updated Edition
Reinventing organizations
The People Side of Change
Leading Beyond Change
Reinventing Scale-Ups
Becoming a Knowledge-Sharing Organization
Getting Started With Holacracy: Upgrading Your Team's Productivity
Machine Habitus

Hierarchy in organizations is obsolete. There is a better way: one that increases the engagement of employees and managers alike, reduces micromanaging and other limiting approaches, and promotes organizational and individual success. In this book, self-management expert Samantha Slade presents seven concrete practices to help your organization flatten its existing hierarchy and develop a horizontal organization. The result will be enhanced creativity, greater growth, and a increased employee retention and productivity—and a better bottom line. These days, more than ever, successful organizations must respond quickly and nimbly to change—they need every employee's best thinking. A horizontal organization creates an environment of true collaboration, respect, and openness. It allows everyone more freedom to express unconventional ideas or to work through issues that are getting in the way of organizational goals. And it's a more human way to organize—after all, we function perfectly well in our day-to-day lives without someone telling us what to do. But when an organization decides to go horizontal, it can be overwhelming for both managers and employees. Slade offers a practical, proven, incremental method to help organizations of all kinds and sizes ease in to a non-hierarchical model. She includes techniques for using your organization's purpose to stay focused and aligned, developing shared decision-making, creating a mutual feedback culture, nurturing autonomy, holding co-managed meetings, and maintaining an environment of collective learning. Going Horizontal will help organizations become more adaptive, collaborative and innovative, which is vital in today's highly competitive and constantly-evolving world.

This volume offers a simple, systematic guide to creating a knowledge sharing practice in your organization. It shows how to build the enabling environment and develop the skills needed to capture and share knowledge gained from operational experiences to improve performance and scale-up successes. Its recommendations are grounded on the insights gained from the past seven years of collaboration between the World Bank and its clients around the world—ministries and national agencies operating in various sectors—who are working to strengthen their operations through robust knowledge sharing. While informed by the academic literature on knowledge management and organizational learning, this handbook's operational background and many real-world examples and tips provide a missing, practical foundation for public sector officials in developing countries and for development practitioners. However, though written with a public sector audience in mind, the overall concepts and approaches will also hold true for most organizations in the private sector and the developed world.

Every time humanity has shifted to a new stage of consciousness in the past, it has invented a new way to structure and run organizations, each time bringing breakthroughs in collaboration. The 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 models. This book describes in practical detail how organizations large and small can operate in this new paradigm.

A radical new management model for twenty-first century leaders Organizations today face a crisis. The crisis is of long standing and its signs are widespread. Most proposals for improving management address one element of the crisis at the expense of the others. The principles described by award-winning author Stephen Denning simultaneously inspire high productivity, continuous innovation, deep job satisfaction and client delight. Denning puts forward a fundamentally different approach to management, with seven inter-locking principles of continuous innovation: focusing the entire organization on delighting clients; working in self-organizing teams; operating in client-driven iterations; delivering value to clients with each iteration; fostering radical transparency; nurturing continuous self-improvement and communicating interactively. In sum, the principles comprise a new mental model of management. Author outlines the basic seven principles of continuous innovation The book describes more than seventy supporting practices Denning offers a rethinking of management from first principles This book is written by the author of The Secret Language of Leadership—a Financial Times Selection in Best Books of 2007.

Going Horizontal
The New Management System for a Rapidly Changing World
The Leader's Guide to Radical Management
The Playbook You Need to Transform Your Company
A Practical Guide to Evolving Business Agility
Unleashing the Hidden Superpowers of Ordinary People to Realize Extraordinary Results
Creating a Non-Hierarchical Organization, One Practice at a Time
A Guide to Creating Organizations Inspired by the Next Stage in Human Consciousness (Ryska).

The traditional leadership styles of the past are underperforming in a world of continuous transformation. Those that recognise this and learn how to lead beyond their ego will become emotionally intelligent and ethical leaders who are able to build strong, collaborative relationships, and create a caring, sustainable and performance enhancing environment. This new book is rooted in the experience of senior managers and the latest discoveries in neuroscience. It gives you the tools to overcome the challenges faced by new organisational and commercial structures, technological developments, increased diversity and rapid globalisation and succeed. An essential read for current and aspiring organisational leaders, HR professionals, executive coaches and mentors, Leading Beyond the Ego is a vital point of reference for anyone in a leadership position and who wants to embrace this new world and Transpersonal Leadership.

The economic crisis was not just caused by a failure of regulation or economic policy; it was a story of the failure of management in a fundamental sense—a deeply flawed approach to management that encouraged bankers to pursue opportunities without regard for their long-term consequences, and to put their own interests ahead of those of their employers and their shareholders. The revised edition of this best-selling book shows convincingly that many of today's major economic problems in the west can be traced to a failure of management. In this updated edition the author draws our attention to new examples of failed management, from Rupert Murdoch's News Corp, and the disaster at BP, to the ongoing problems in financial services companies such as UBS and RBS. Throughout the book the references and statistics have been updated, to make this a current, highly relevant analysis of the problems besetting modern business and how managers need to tackle them.

You work in a team of skilled professionals. Yet somehow, things are not running smoothly. There is a lack of clarity about who does what, which creates tensions. Small issues escalate and can stop the team in its tracks. Opportunities are lost and team productivity falters. Holacracy upgrades your team and organization to breakthrough productivity. Building on the foundations of Getting Things Done and Agile principles, Holacracy introduces a new, purpose-driven way to get work done. You will learn how tensions are not a thing to be avoided, but the key to driving meaningful change. Holacracy is a practical, proven framework that has been embraced by leading companies like Zappos and Springest. Written as a business novel, this book offers you a gripping story of the journey of a struggling team that decides to adopt Holacracy. The story: Portland, Oregon. Neil, manager of a marketing team, has just landed a promising deal that could mean a breakthrough for the company. Will he and his team succeed in upgrading their performance, knowing that their current way of working and making decisions is their biggest obstacle?

In Reinventing Diversity, one of America's leading diversity experts explains why most diversity programs fail and how we can make them work. In this inspiring guide, Howard Ross uses interviews, personal stories, statistics, and case studies to show that there is no quick fix, no easy answer. Acceptance needs to become part of the culture of a company, not just a mandated attitude.

Holacracy
Reinventing Diversity
Leading Beyond the Ego
en guide till att skapa kreativa organisationer
Ask for it
Are You Ready to Reinvent Your Organization?
Changes of Mind
Radical Ideas for Growing Companies

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.

The way we manage organizations seems increasingly out of date. Deep inside, we sense that more is possible. We long for soulful workplaces, for authenticity, community, passion, and purpose. In this groundbreaking book, the author shows that every time, in the past, when humanity has shifted to a new stage of consciousness, it has achieved extraordinary breakthroughs in collaboration. A new shift in consciousness is currently underway. Could it help us invent a more soulful and purposeful way to run our businesses and nonprofits, schools and hospitals ? A few pioneers have already cracked the code and they show us, in practical detail, how it can be done. Leaders, founders, coaches, and consultants will find this work a joyful handbook, full of insights, examples, and inspiring stories.

A blueprint for reinventing the core of your business Value in the next phase of the digital era will go to those companies that don't just try digital but also scale it. Digital@Scale examines what it takes for companies to break through the gravitational pull of their legacy organizations and capture the full value of digital. Digging into more than fifty detailed case studies and years of McKinsey experience and data, the authors, along with a group of expert contributors, show how companies can move beyond incremental change to transform the business where the greatest value is generated—at its core. The authors provide practical insights into the three pillars of digital transformations that successfully scale: reinventing the business model, building out a business architecture from the customer back into the organization, and establishing an 'amoeba' IT and organizational foundation that learns and evolves. This is the ideal guide for all leaders who recognize the power and promise of a digital transformation.

Building a successful career starts with you. It's easy to get caught up in the day-to-day demands of your current job and lose sight of the big picture, but with a typical career spanning 50 years or more, you do so at your own peril. It's up to you to chart your own course to professional success. If you read nothing else on effectively managing your career, read these 10 articles by experts in the field. We've combed through hundreds of articles in the Harvard Business Review archive and selected the most important ones to help you develop yourself, make the right career moves, navigate inevitable detours and disruptions, and turn your professional dreams into reality. This book will inspire you to: Identify and leverage your strengths Cultivate the curiosity, skills, and knowledge you need to maintain your professional relevance far into the future Navigate messy job transitions gracefully Build and sustain a network that supports and encourages your growth Restore meaning and passion to your work Bounce back from career setbacks big and small Reinvent yourself, even in tough times This collection of articles includes "Managing Oneself," by Peter F. Drucker; "How to Play to Your Strengths," by Laura Morgan Roberts, Gretchen Spreitzer, Jane Dutton, Robert Quinn, Emily Heaphy, and Brianna Barker Caza; "How to Stay Stuck in the Wrong Career," by Herminia Ibarra; "Five Ways to Bungle a Job Change," by Boris Groysberg and Robin Abrahams; "Learning to Learn," by Erika Andersen; "The Strategic Side Gig," by Ken Banta and Orlan Boston; "How Leaders Create and Use Networks," by Herminia Ibarra and Mark Lee Hunter; "How to Bounce Back from Adversity," by Joshua D. Margolis and Paul G. Stoltz; "Rebounding from Career Setbacks," by Mitchell Lee Marks, Philip Mirvis, and Ron Ashkenas; "Reawakening Your Passion for Work," by Richard Boyatzis, Annie McKee, and Daniel Goleman; and "Next-Gen Retirement," by Heather C. Vough, Christine D. Bataille, Leisa Sargent, and Mary Dean Lee. HBR's 10 Must Reads paperback series is the definitive collection of books for new and experienced leaders alike. Leaders looking for the inspiration that big ideas provide, both to accelerate their own growth and that of their companies, should look no further. HBR's 10 Must Reads series focuses on the core topics that every ambitious manager needs to know: leadership, strategy, change, managing people, and managing yourself. Harvard Business Review has sorted through hundreds of articles and selected only the most essential reading on each topic. Each title includes timeless advice that will be relevant regardless of an ever‐changing business environment.

How Women Can Use the Power of Negotiation to Get what They Really Want
New Job, New You
The Modern Firm
Change Management
A Holonomic Theory of the Evolution of Consciousness
Everything Is Workable
How to Become a Transpersonal Leader
A Guide to Creating Organizations Inspired by the Next Stage in Human Consciousness

Your Company Isn't Fast Enough. Here's How to Change That. The traditional hierarchical organization is dead, but what replaces it? Numerous new models--the agile organization, the networked organization, and holacracy, to name a few--have emerged, but leaders need to know what really works. How do you build an organization that is responsive to fast-changing markets? What kind of organization delivers both speed and scale, and how do you lead it? Arthur Yeung and Dave Ulrich provide leaders with a much-needed blueprint for reinventing the organization. Based on their in-depth research at leading Chinese, US, and European firms such as Alibaba, Amazon, DiDi, Facebook, Google, Huawei, Supercell, and Tencent, and drawing from their synthesis of the latest organization research and practice, Yeung and Ulrich explain how to build a new kind of organization (a "market-oriented ecosystem") that responds to changing market opportunities with speed and scale. While other books address individual pieces of the puzzle, Reinventing the Organization offers a practical, integrated, six-step framework and looks at all the decisions leaders need to make--choosing the right strategies, capabilities, structure, culture, management tools, and leadership--to deliver radically greater value in fast-moving markets. For any leader eager to build a stronger, more responsive organization and for all those in HR, organizational development, and consulting who will shape and deliver it, this book provides a much-needed roadmap for reinvention. Change Management: the people side of change is an introduction to change management for managers and executives. Project leaders and consultants can use this new book with their organizations and clients to introduce change management to front-line managers and top-level executives involved in change. Specifically, managers and executives will understand the broader perspective around change management and stand and their role in the process. Written by Jeff Hiatt and Tim Creasey, the editors of the Change Management Learning Center, this book takes 7 years of research with more than 1000 companies, white papers and change management models, and combines this knowledge into an easy-to-read guide for managing change. Multiple case studies and examples make this book a quick-read for managers and executives that need a basic understanding of change management.

Holacracy is a revolutionary management system that redefines management and turns everyone into a leader. Holacracy distributes authority and decision-making throughout an organization, and defines people not by hierarchy and titles, but by roles. Holacracy creates organizations that are fast, agile, and that succeed by pursuing their purpose, not following a dated and artificial plan. This isn't anarchy – it's quite the opposite. When you start to follow Holacracy, you learn to create new structures and ways of making decisions that empower the people who know the most about the work you do: your frontline colleagues. Some of the many champions of Holacracy include Tony Hsieh, CEO of Zappos (author of the #1 New York Times bestseller Delivering Happiness), Evan Williams (co-founder of Blogger, Twitter, and Medium), and David Allen.

Scholarship establishes a new field of study in the organizational sciences. Just as positive psychology focuses on exploring optimal individual psychological states rather than pathological ones, Positive Organizational Scholarship focuses attention on optimal organizational states --- the dynamics in organizations that lead to the development of human strength, foster resiliency in employees, make healing, restoration, and reconciliation possible, and cultivate extraordinary individual and organizational performance. While the concept of positive organizational scholarship encompasses the examination of typical and even dysfunctional patterns of behavior, it emphasizes positive deviance from expected patterns. Positive Organizational Scholarship examines the enablers, motivations, and effects associated with remarkably positive phenomena --- how they are facilitated, why they work, how they can be identified, and how researchers and managers can capitalize on them. The contributors do not adopt one particular theory or framework but draw from the full spectrum of organizational theories to understand, explain, and predict the occurrence, causes, and consequences of positivity. Positive Organizational Scholarship rigorously seeks to understand what represents the best of the human condition based on scholarly research and theory. This book invites organizational scholars to build upon and extend the positive organizational phenomena being examined. It provides the definitional, theoretical, and empirical foundations for what will become a cumulative body of enduring work.

Reinventing Organization Development
Reinventing the Organization
New Approaches to Change in Organizations
A Step-by-Step Approach
Transforming Organizational Community to Strengthen People, Purpose, and Performance
Reinventing Management
HBR's 10 Must Reads on Career Resilience (with bonus article "Reawakening Your Passion for Work" By Richard E. Boyatzis, Annie McKee, and Daniel Goleman)
Digital @ Scale

We commonly think of society as made of and by humans, but with the proliferation of machine learning and AI technologies, this is clearly no longer the case. Billions of automated systems tacitly contribute to the social construction of reality by drawing algorithmic distinctions between the visible and the invisible, the relevant and the irrelevant, the likely and the unlikely – on and beyond platforms. Drawing on the work of Pierre Bourdieu, this book develops an original sociology of algorithms as social agents, actively participating in social life. Through a wide range of examples, Massimo Airoldi shows how society shapes algorithmic code, and how this culture in the code guides the practical behaviour of the code in the culture, shaping society in turn. The 'machine habitus' is the generative mechanism at work throughout myriads of feedback loops linking humans with artificial social agents, in the context of digital infrastructures and pre-digital social structures. Machine Habitus will be of great interest to students and scholars in sociology, media and cultural studies, science and technology studies and information technology, and to anyone interested in the growing role of algorithms and AI in our social and cultural life. Current responses to our most pressing societal challenges—from poverty to ethnic conflict to climate change—are not working. These problems are incredibly dynamic and complex, involving an ever-shifting array of factors, actors, and circumstances. They demand a highly fluid and adaptive approach, yet we address them by devising fixed, long-term plans. Social labs, says Zaid Hassan, are a dramatically more effective response. Social labs bring together a diverse a group of stakeholders—not to create yet another five-year plan but to develop a portfolio of prototype solutions, test those solutions in the real world, use the data to further refine them, and test them again. Hassan builds on a decade of experience—as well as drawing from cutting-edge research in complexity science, networking theory, and sociology—to explain the core principles and daily functioning of social labs, using examples of pioneering labs from around the world. He offers a new generation of problem solvers an effective, practical, and exciting new vision and guide.

Praise for Reinventing Organization Development "A hard hitting yet hopeful look at a field concerned with renewal that is in need of renewal itself. This book is full of intelligent questions, provocative appraisals, and prescriptions for action that they serve." -Rosabeth Moss Kanter, chaired professor, Harvard Business School; author, Confidence: How?Winning Streaks and Losing Streaks Begin and End "Wise, invaluable advice that the field and its practitioners should heed if the field of OD is to take its rightful place as an applied behavioral science that can make a difference in the economic and human affairs of organizations." -Michael Beer, professor emeritus, Harvard Business School; chairman, Center for Organizational Fitness "Few disciplines in decline have subjected themselves to so profound a self-evaluation. It should lead ?to a rejuvenation of the field. Whether or not it does, there is a great deal to learn here about organizations and relevant professional practice." -Russell Ackoff, professor emeritus, Wharton School, University of Pennsylvania "Two of the leaders of the field of OD have collaborated to present us with a compelling and controversial state of the art." -Len Schlesinger, vice chairman and chief operating officer, Limited Brands "The book challenges OD consultants to think broadly about their organizational roles and to assert their rightful place in organizations." -Jean M. Bartunek, Robert A. and Evelyn J. Ferris Chair Professor of Organization Studies, Boston College

Discover how to use mindfulness to work with and resolve the inevitable interpersonal conflicts that arise in all areas of life Conflict is going to be part of your life—as long as you have relationships, hold down a job, or have dry cleaning to be picked up. Bracing yourself against it won't make it go away, but if you approach it consciously, you can navigate it in a way that not only honors everyone involved but makes it a source of deep insight as well. Seasoned mediator Diane Hamilton provides the skill set you need to engage conflict with wisdom and compassion, and even—sometimes—to be grateful for it. She teaches how to:
• Cultivate the mirror-like quality of attention as your base • Identify the three personal conflict styles and determine which one you fall into • Recognize the three fundamental perspectives in any conflict situation and learn to inhabit each of them • Turn conflicts in families, at work, and in every kind of interpersonal relationship into win-win situations "Wonderfully engaging, perceptive, and wise." —William L. Ury, co-author of Getting to Yes
Reinventing Jobs
Rewrite the Way You Eat, Think, and Live
The Nature of Business Transformation
The Living Organization
How Companies Can Deliver Radically Greater Value in Fast-Changing Markets
Organizational Design
A 4-Step Approach for Applying Automation to Work
Food Story

* 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!

Culture transformation expert Siobhan McHale defines culture simply: "It's how things work around here." The secret to the success or failure of any business boils down to its culture. From disengaged employees to underserved customers, business failures invariably stem from a culture problem. In The Insider's Guide to Culture Change, acclaimed culture transformation expert and global executive Siobhan McHale shares her proven four-step process to demystifying culture transformation and starting down the path to positive change. Many leaders and managers struggle to get a handle on exactly what culture is and how pervasive its impact is throughout an organization. Some try to change the culture by publishing a statement of core values but soon find that no meaningful change happens. Others try to unify the culture around a set of shared goals that satisfy shareholders but find their efforts backfire as stressed employees throw their hands up because "leadership just doesn't get it." Others implement expensive new IT systems to try to bring about change, only to find that employees find "workarounds" and go back to their old ways. The Insider's Guide to Culture Change walks readers through McHale's four-step process to culture transformation, including how to: Understand what "corporate culture" really is and how it impacts every aspect of the way your organization operates Analyze where your culture is broken or not adding maximum value Unlock the power of reframing roles within your company to empower and engage your employees Utilize proven methods and tools to break through deeply embedded patterns and change your company mind-set Keep the momentum going by consolidating gains and maintaining your foot on the change accelerator With The Insider's Guide to Culture Change, watch your employees go from followers to change leaders who drive an agile culture that constantly outperforms.

As a founder of a growing company, do you want to lead your business down a well-worn path of traditional leadership? Or do you believe something more is possible? In Reinventing Scale-Ups, Brent, Susan and Travis invite you to explore radical ideas that will challenge your own thinking about what it means to be a leader. The authors profile outlier and progressive organizations around the world whose leaders have chosen to break from tradition and find new and unique ways of scaling-up. Reinventing Scale-Ups is a collection of ideas, experiences and practical tips to stimulate thinking and help you shape your organization.What you won't find in these pages are prescriptive answers and "best practices." Instead, you will be challenged to ask yourself tough questions and will learn what creative approaches have emerged when others have similarly challenged themselves. How to Optimize Human-Machine Work Combinations Your organization has made the decision to adopt automation and artificial intelligence technologies. Now, you face difficult and stubborn questions about how to implement that decision: How, when, and where should we apply automation in our organization? Is it a stark choice between humans versus machines? How do we stay on top of these technological trends as work and automation continue to evolve? Work and human capital experts Ravin Jesuthasan and John Boudreau present leaders with a new set of tools to answer these daunting questions. Transcending the endless debate about humans being replaced by machines, Jesuthasan and Boudreau show how smart leaders instead are optimizing human-automation combinations that are not only more efficient but also generate higher returns on improved performance. Based on groundbreaking primary research, Reinventing Jobs provides an original, structured approach of four distinct steps--deconstruct, optimize, automate, and reconfigure--to help leaders reinvent how work gets bundled into jobs and create optimal human-machine combinations. Jesuthasan and Boudreau show leaders how to continuously reexamine what a job really is, and they provide the tools for identifying the pivotal performance value of tasks within jobs and how these tasks should be reconstructed into new, more optimal combinations. With numerous examples and practical advice for applying the four-step process, Reinventing Jobs gives leaders a more precise, planful, and actionable way to decide how, when, and where to apply and optimize work automation.

A Guide to Reinventing Yourself in a Bright New Career
New Tools to End Hunger
Positive Organizational Scholarship
Reinventing Food Banks and Pantries
A Handbook for Scaling Up Solutions through Knowledge Capturing and Sharing
Creating a Workplace That Delivers, Grows, and Adapts
A Guide to Creating Organizations Inspired by the Next Stage of Human Consciousness
A Swarm Intelligent Approach to Reinventing Organisations

The authors of Women's Don't Ask present an innovative approach to negotiation that explains how women can identify important goals, takes them step by step through the entire planning and preparation process, and offers strategic advice on the negotiation stage, with tips on managing emotions, confidence building, and an effective collaborative style. Reprint. 20,000 first printing.

In the US, food banks and pantries provide billions of meals a year to people in need. And yet hunger still affects one in nine Americans. What are we doing wrong? In Reinventing Food Banks and Pantries, Katie Martin presents a new model for charitable food, one where success is measured not by pounds of food distributed but by lives changed. The key is shifting our focus from a lack of food to strategies that build empathy, equity, and political will. Martin shares solutions in a warm, engaging style, with simple steps that anyone working or volunteering at a food bank or pantry can take today. Solutions range from providing client choice, where individuals select their own food with dignity, to offering job training programs and joining the fight for a living wage. As Martin writes, it takes more than food to end hunger. Picking up this insightful, lively book is a great first step.

Reinventing OrganizationsA Guide to Creating Organizations Inspired by the Next Stage of Human ConsciousnessLightning Source Incorporated

This book is a practical guide for business professionals to develop and improve business intelligence and collective decision-making within their organisation. It proposes a progressive reconfiguration of the traditional business operating system using a nature-inspired framework called swarm facilitation that enables and facilitates collective decision-making. Organisations have followed the same rigid formula of problem-solving and decision-making for over 100 years. It is dominated by centralised governance and pyramid decision-making. Such an approach is no longer fit for purpose in an environment of employee disengagement, artificial intelligence (AI)/superintelligence, and Covid-19 fallout. By the end of this book, readers will be able to: • solve organisational problems and challenges collectively using swarm intelligence; • upgrade and future-proof business operating systems to reflect a more collective decision-making approach fit for the new connected economy and Industry 4.0; • embrace mindset quotients that support people working in a more networked, self-organising, and collective environment. The book is important reading for leaders and managers who are focused on building organisational capital and engagement and gaining value from the emerging technology by evolving their business operating system into a digital ecosystem as part of an ongoing digital transformation strategy. It will also appeal to experts working in the field of organisational change and development, both within the organisation and as consultants.

A Simpler Way
Reinventing Masculinity
The Insider's Guide to Culture Change
Toward a Sociology of Algorithms
A Zen Approach to Conflict Resolution
The Liberating Power of Compassion and Connection
Brave New Work
A New Approach to Solving our Most Complex Challenges

"This is the management book of the year. Clear, powerful and urgent, it's a must read for anyone who cares about where they work and how they work." —Seth Godin, author of This is Marketing "This book is a breath of fresh air. Read it now, and make sure your boss does too." —Adam Grant, New York Times bestselling author of Give and Take, Originals, and Option B with Sheryl Sandberg When fast-scaling startups and global organizations get stuck, they call Aaron Dignan. In this book, he reveals his proven approach for eliminating red tape, dissolving bureaucracy, and doing the best work of your life. He's found that nearly everyone, from Wall Street to Silicon Valley, points to the same frustrations: lack of trust, bottlenecks in decision making, siloed functions and teams, meeting and email overload, tiresome budgeting, short-term thinking, and more. Is there any hope for a solution? Many countless business gurus promised the answer, yet changed almost nothing about the way we work? That's because we fail to recognize that organizations aren't machines to be predicted and controlled. They're complex human systems full of potential waiting to be released. Dignan says you can't fix a team, department, or organization by tinkering around the edges. Over the years, he has helped his clients completely reinvent their operating systems—the fundamental principles and practices that shape their culture—with extraordinary success. Imagine a bank that abandoned traditional budgeting, only to outperform its competition for decades. An appliance manufacturer that divided itself into 2,000 autonomous teams, resulting in chaos but rapid growth. A healthcare provider with an HQ of just 50 people supporting over 14,000 people in the field—that is named the "best place to work" year after year. And even a team that saved $3 million per year by cancelling one monthly meeting. Their stories may sound improbable, but in Brave New Work you'll learn exactly how they and other organizations are inventing a smarter, healthier, and more effective way to work. Not through top down mandates, but through a groundswell of autonomy, trust, and transparency. Whether you lead a team of ten or ten thousand, improving your operating system is the single most powerful thing you can do. The only question is, are you ready?

Forward-thinking leaders are developing new, successful models of self-management, attracting the energies and visions of a young and modern workforce who rightfully demand autonomy and flexibility. Driven by passion and purpose as a driver of profit, they delight their customers, from stockholders to stakeholders. From Hierarchy to High Performance shares the secrets for companies that want to restore people to their rightful place as leaders who are poised and eager to make a difference at work and in the world. Great Work Cultures is a consortium of business professionals dedicated to unleashing the power within human organizations. We prioritize collaboration over control, human experience over bureaucratic rules, and networks over hierarchies.

"We want life to be less arduous and more delightful. We want to be able to think differently about how to organize human activities." So begins A Simpler Way, an exploration of a radically different world view that will reshape how we think about organizing all human endeavor. Margaret J. Wheatley and coauthor Myron Kellner-Rogers explore the question: "How could we organize human endeavor if we developed different understandings of how life organizes itself?" They draw on the work of scientists, philosophers, poets, novelists, spiritual teachers, colleagues, audiences, and their own experience in search of new ways of

understanding life and how organizing activities occur. A Simpler Way presents a profoundly different world view that can change how we live our lives and how we can create organizations that thrive. A Simpler Way explores fundamental new beliefs about organizations and life. Like Leadership and the New Science, this new book is rooted in science but breaks new ground by developing insights from literature, spiritual teachings, and direct experience. The authors challenge many assumptions about life, organizations, and change, while providing inspiration and guidance for readers on their own journey to a simpler way to organize their endeavors. The authors describe a new paradigm of life as self-organizing and coevolving, drawing on sources that support modern science but predate its findings by thousands of years. They examine five major themes-play, organization, self, emergence, and coherence-each grounded in both the science and philosophy of a world that knows how to organize itself. Each theme is explored in depth, and then applied to how we think about human organizations. The book begins and ends with photo essays, providing visual imagery that recalls readers to their own experience with a world that is creative, playful, and self-organizing. Written in a relaxed, poetic, and inviting style, the book welcomes the reader into this exploration of a new way of being in the world, one which can give us increased organizing capacity and effectiveness with less of the stress that plagues us now.
An original theory of the development of consciousness that brings together research from neurology, new-paradigm studies, psychology, and mysticism.
Reinventing the Workplace for the 21st Century
Foundations of a New Discipline
Reinventing Organizations
Make Work More Fun
From Hierarchy to High Performance

Organizational Design for Performance and Growth
SUMMARY - Reinventing Organizations: A Guide To Creating Organizations Inspired By The Next Stage Of Human Consciousness By Frédéric Laloux
Draws on dozens of interviews to counsel young workers on how to navigate today's challenging employment arenas to reinvent their careers, providing anecdotal coverage of such topics as selecting compatible work, maintaining income and transitioning smoothly. Original.
The Living Organization insightful reframing of how business operates frees us from the shackles of the "great machine" and opens us to the possibility of realizing the fullest of our human potential, individually and collectively.
The Economist's Best Business Book of the Year, The Modern Firm is written by one of the world's leading economists and experts on business strategy and organization, and provides new insights into the changes going on in business today.
Corporate Rebels
The Social Labs Revolution