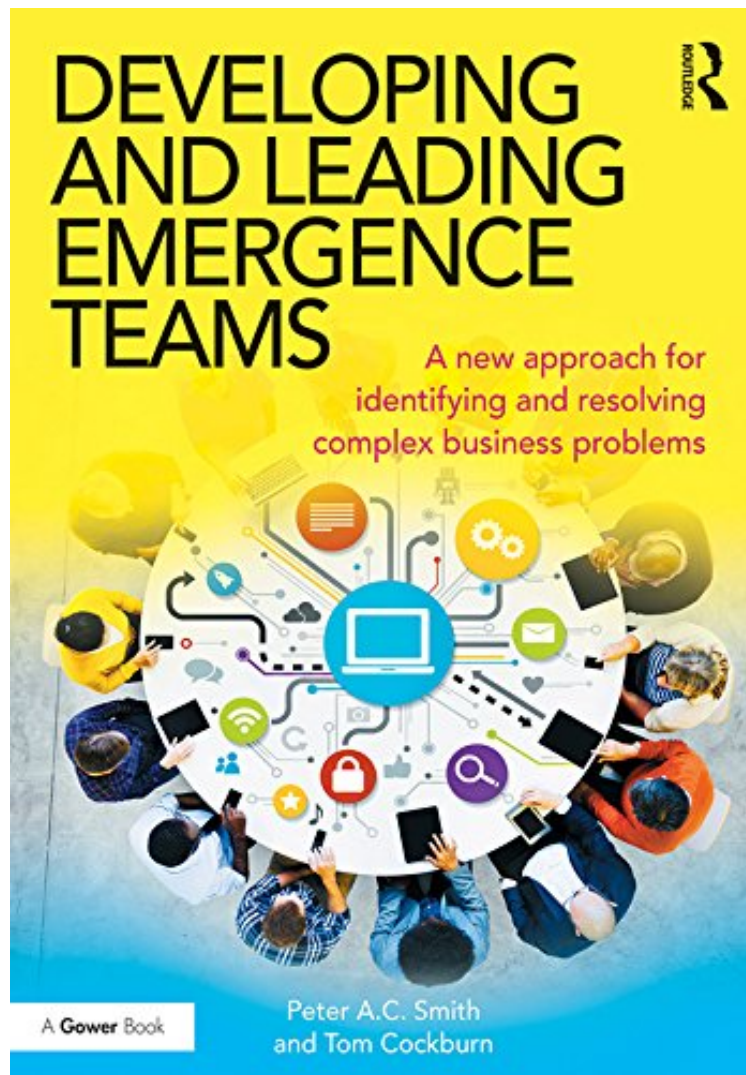


[Download pdf] Developing and Leading Emergence Teams: A new approach for identifying and resolving complex business problems

Developing and Leading Emergence Teams: A new approach for identifying and resolving complex business problems

Peter A.C. Smith, Tom Cockburn
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Peter A.C. Smith, Tom Cockburn : Developing and Leading Emergence Teams: A new approach for identifying and resolving complex business problems before purchasing it in order to gauge whether or not it would be worth my time, and all praised Developing and Leading Emergence Teams: A new approach for identifying and resolving complex business problems:

Developing and Leading Emergence Teams describes a future business landscape that seems to be complicated,

complex and chaotic, in almost equal measures. The variety and diversity of the environments within which large organizations will be seeking to operate, require a similar variety of systems, process and structures if they are to respond successfully to emerging opportunities. The established models of teamworking (matrix, cross-functional or transdisciplinary) can all adapt to this new environment but will only do so if the culture, leadership and management style of the business enables this. The authors describe a model of emergence teams; high-trust teams that exhibit exceptional affinity for knowledge sharing, sense making, and consensus building. They then explore the specifics of leading such a team, how the team leader should: design the team; interact and facilitate the team's development; understand the personal nature of each of the team members and the overall emotional regime that will affect trust, commitment and motivation. Peter Smith and Tom Cockburn draw on research and detailed case examples to provide techniques your organization can adopt in order to build and support the various teams capable of addressing complexity.

'Developing and Leading Emergence Teams is at once sweeping and focused. It captures an essential truth of leadership teams in a time of global change: its complexity. Replete with guidance for developing and leading emergence teams the book furnishes new insights about how leaders work with others to dramatically transform organizations and identify solutions to organizational complexities. The net effect is inspirational, timely and deeply informative.' Anthony H. Normore, California State University Dominguez Hills, USA 'Peter Smith and Tom Cockburn offer a practical roadmap for organizations involving in developing and managing emergence teams. The practical methods described are based on existing literature and presented in a reader-friendly way with plenty of examples and guidelines. A case study demonstrates the applicability of the book in real organizational settings. It is also a great source book to understand organization development in the changing world.' Greg G. Wang, The University of Texas at Tyler, USA About the Author Peter A.C. Smith is President and CEO of The Leadership Alliance Inc. (TLA), a global consortium of authorities in disciplines relevant to identifying and resolving VUCA. He is also Director, Center Strategy for the Center for Dynamic Leadership Models in Global Business. Tom Cockburn's leadership and management experience includes five years' Board experience on the Standing Conference of Welsh Management Education Centres in the UK, building capability and enhancing quality provision across the tertiary sector in Wales and a year as board member on the Board of Trustees of Pasifika Trust in New Zealand. nbsp;