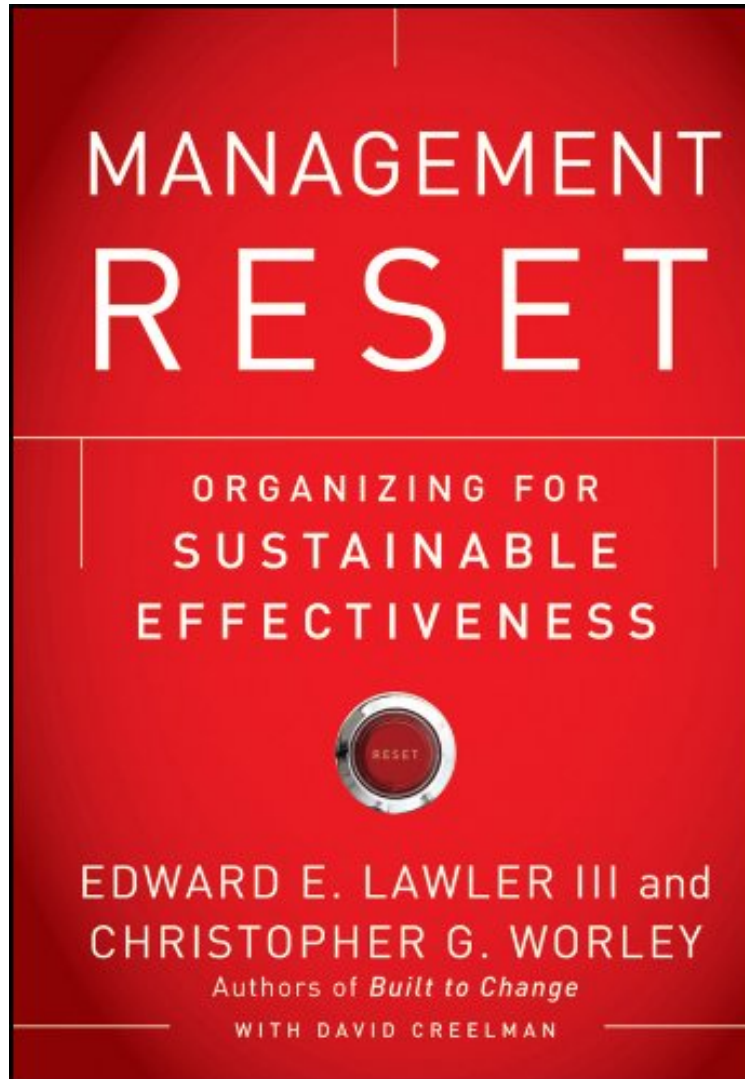


Management Reset: Organizing for Sustainable Effectiveness

Edward E. Lawler, Christopher G. Worley
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Edward E. Lawler, Christopher G. Worley : Management Reset: Organizing for Sustainable Effectiveness
before purchasing it in order to gauge whether or not it would be worth my time, and all praised Management Reset: Organizing for Sustainable Effectiveness:

3 of 3 people found the following review helpful. Finally, A Management Book for the 21st Century! By Cedric Boone I have several of Edward Lawler's previous books in my library including Corporate Boards and Rewarding Excellence and have always found his work insightful as well as extremely useful in my own managerial role. His current book with Chris Worley entitled Management Reset: Organizing for Sustainable Effectiveness did not disappoint. Lawler and Worley begin with the thesis that it is no longer enough for organizations to perform well financially. They must also perform well socially and environmentally if they are to remain competitive in today's

global economy. The authors proceed to describe the principles and practices that management can use to move their organizations toward sustainable effectiveness, illustrating their approach with tangible examples from companies such as Starbucks and Netflix. Topics range from leadership, organization design and reward systems to the role of corporate boards. Management Reset is both highly readable and exceedingly useful. But what sets this book apart from the majority of business books on the shelves today is that the strategies outlined are based not only on the authors' consulting experiences but also on solid research evidence. In short, Management Reset is thought provoking and a timely addition to the management literature. I whole heartedly recommend it!

0 of 0 people found the following review helpful. Five Stars
By Bryan Furman
Great!
0 of 0 people found the following review helpful. Not Very Useful
By Rafael Gonzalez
Horribly repetitive. A lot of the material is common sense for anyone with a modern business mind. I had to read this for a business management class. I rather have read the dictionary. Don't read this if you don't have to.

Provocative new management principles and practices that create effective organizations for shareholders and society
Management experts Lawler and Worley have developed a set of management principles that enable organizations to be both successful and responsible. Existing command control and high-involvement management styles depend too much on stable conditions and focus too narrowly on economic outcomes. They convincingly argue that we need to "reset" our approach to management to one that fits today's demanding business environment. Starting with a change in how success is measured and a more realistic view of risk, Lawler and Worley take us through how strategy, governance, organization structure and talent should be managed. The result is an organization that can reliably produce financial, social, and ecological results. Includes illustrative lessons from Microsoft, Cisco, Netflix, DaVita, Starbucks, Nokia, and the U.S. Secret Service
Offers clear prescriptions for managers who want to organize for sustainable performance effectiveness
Lawler and Worley are the authors of the bestselling Built to Change
Lawler and Worley outline why and how the current practice of management must change in order for organizations to achieve sustained organizational effectiveness.

From the Inside Flap
Management Reset "is not about convincing you that organizations need to be sustainably effective; it is a book about how organizations can be sustainably effective."
mdash;EXCERPT from the Introduction
In Management Reset, the acclaimed management experts and authors of the best-selling book Built to Change offer a next-step resource for any organization that wants to thrive in our difficult economic environment. While organizations must perform well financially, Edward E. Lawler III and Christopher G. Worley contend that companies also need to address their social and environmental impact to be viable in the long term. Management Reset shows how organizations can be sustainably effective by becoming agile and developing the ability to adjust their strategy, organization design, and leadership practices to support profitability, social justice, and environmental health. The book is filled with illustrative lessons from such leading organizations as Microsoft, Cisco, Netflix, DaVita, Starbucks, Nokia, and the United States Secret Service. The authors offer clear, easy to implement principles and practices for managers, leaders, and consultants who want to organize for sustainable performance effectiveness. By putting in place Lawler and Worley's innovative organization designs and management practices, forward-thinking organizations can remake themselves to better serve both their shareholders and society.
From the Back Cover
Praise for Management Reset "Management Reset is a call to action for any business leader looking to create sustainable growth and value in an increasingly interconnected, thus ethically interdependent world. Ed Lawler and Chris Worley illustrate why new approaches to culture and leadership are the greatest sources of competitive advantage available today."
mdash;Dov Seidman, founder, chairman, CEO of LRN; and author, How: Why How We Do Anything Means Everything . . . in Business (and in Life) "Until now, there has been no authoritative review of what sustainability actually requires in terms of the nuts and bolts of organizational strategy, structure, systems, and rewards. Management Reset superbly fills that gap by providing leaders with the practical tools and know-how needed to create truly sustainable businesses. This book is destined to become the indispensable guide to responsible, effective management in the twenty-first century."
mdash;James O'Toole, Daniels Distinguished Professor of Business Ethics, University of Denver's Daniels College of Business; author, The Executive Compass; and coeditor, Good Business: Exercising Ethical and Effective Leadership "Management Reset is a breakthrough. The book offers very pragmatic and concrete guidance and is a leadership guidebook for the future."
mdash;David A. Nadler, vice chairman, Marsh McLennan Companies; and author, Building Better Boards and Competing by Design "Management Reset presents a pragmatic approach to developing an organization that can sustain effectiveness and succeed for all its stakeholders. Chris and Ed's approach balances a strong fact base with insights about driving organizational change and effectiveness."
mdash;Joe Mello, COO emeritus, DaVita Inc. "Management Reset is a great resource for leaders at all levels of an organization. It is the long-awaited next generation approach to managing complex organizations."
mdash;Jodi Krause, director, Council and Board Effectiveness, Corporate Positioning, Cisco Systems, Inc.
About the Author
Edward E. Lawler III is the Director of the Center for Effective Organizations at University of Southern California and Distinguished Professor of Business in Marshall School of Business at University of Southern California. He is the author or coauthor of numerous books

including *Treat People Right!*, *From the Ground Up*, *Organizing for High Performance*, *Rewarding Excellence*, *The Ultimate Advantage*, and *Talent*, all from Jossey-Bass. Christopher G. Worley is a Senior Research Scientist at the Center for Effective Organizations at University of Southern California, and Professor of Management at Pepperdine University's Graziadio School of Business and Management. He has authored five editions of *Organization Development and Change*, the largest-selling textbook in OD, and numerous articles on organization design. Lawler and Worley are the coauthors of *Built to Change* from Jossey-Bass.