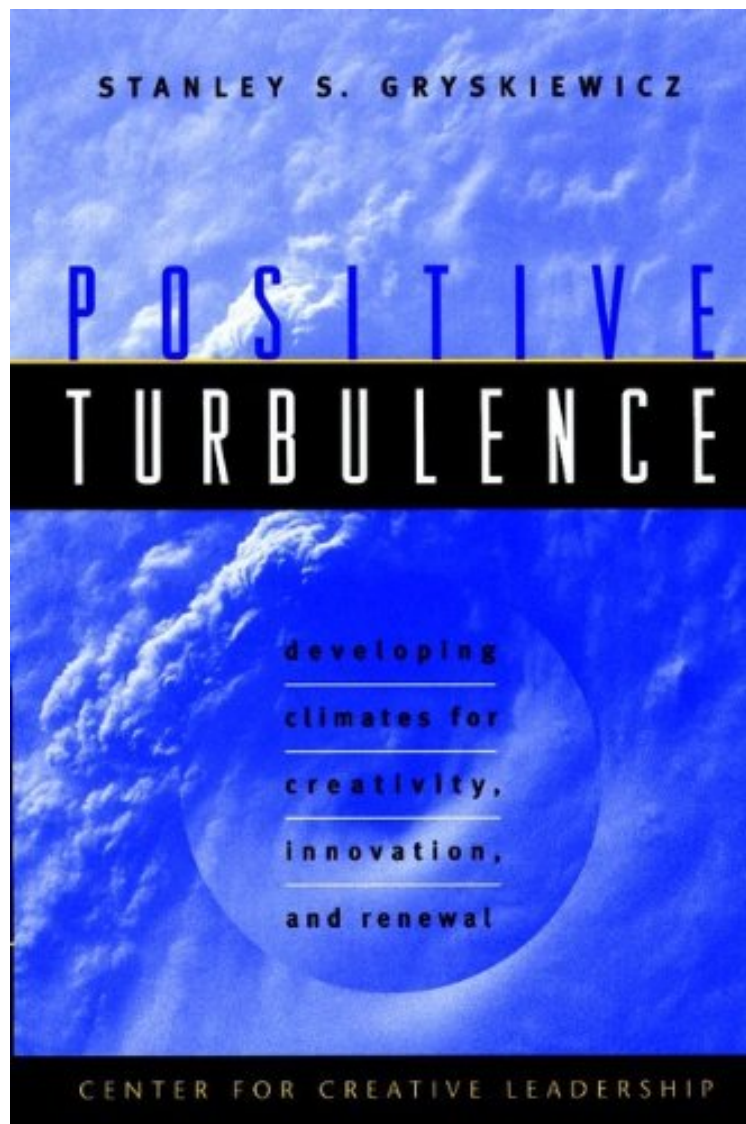


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Positive Turbulence: Developing Climates for Creativity, Innovation, and Renewal (J-B CCL (Center for Creative Leadership))

Stanley S. Gryskiewicz
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Stanley S. Gryskiewicz : Positive Turbulence: Developing Climates for Creativity, Innovation, and Renewal (J-B CCL (Center for Creative Leadership)) before purchasing it in order to gauge whether or not it would be worth my time, and all praised Positive Turbulence: Developing Climates for Creativity, Innovation, and Renewal (J-B CCL (Center for Creative Leadership)):

2 of 2 people found the following review helpful. Ten Years Old and More Relevant Than Ever By William C. Zeeb Written in 1999 by Mr. Gryskiewicz this work shares generously from his 30 years of international experience in innovation and change across numerous clients. Positive Turbulence contains many elements which are immediately helpful to those leading or supporting a journey of change. Unlike Six Sigma, he speaks of "seeing variance as building blocks for the future." Building on the Lean Principle of "Respect for People," he shares numerous examples where change was introduced too quickly..or too slowly in organizations and the resulting learnings. This book is not about "Operational Excellence." In an ever faster changing world, this book is an inspiration to how an organization can "learn" its way into a successful future. Often messy, but with better results than a less chaotic and more structured approach. The graphical comparison of the Traditional Organization vs. The Turbulence-Driven Organization in the first chapter provides a great overview of Positive Turbulence. The list of resources in the appendix includes periodicals, books, organizations and conferences which address creativity, individual, team and targeted innovation, as well as organizational renewal. A stimulating read, rich in real world examples and a synthesis of organizational change which is relevant to all those involved in helping organizations "learn" their way even faster into the future. 0 of 0 people found the following review helpful. Not super incredible. I used it for an innovations class ... By igill It was an interesting read. Not super incredible. I used it for an innovations class in my doctorate program.. 7 of 7 people found the following review helpful. This rings true! By MBT With twenty years experience working inside a corporation, consulting to organizations, and working with their executives.... I find this book one of the most practical works on creativity I've read. Stan uses real-world stories and gives workable solutions. His ideas excite without intimidating. I find myself thinking, "This is doable!" I can see this book bringing hope to overwhelmed executives - helping them deal positively with change. My thinking has been sparked in countless ways as I read it and I'm already planning to use it with clients. Loved the "how to" of targeted innovation - clear explanation, easy to use! And the annotated bibliography is a bonus.

Can your company manage -- even encourage -- turbulence in ways that actually strengthen its competitive stance? Absolutely. In this work, top organizational psychologist Stanley Gryskiewicz argues that challenges to the status quo can be catalysts for creativity, innovation, and renewal and shows leaders how they can keep their company on the competitive edge by embracing a process he calls Positive Turbulence. Developed through the author's work with many of the world's leading companies over the course of thirty years, Positive Turbulence delivers proven methods for creating an organization that continuously renews itself through the committed pursuit of new ideas, products, and processes.

"...vitaly important issues that need to be studied more closely..." (Long Range Planning) "In this highly readable, soundly practical book, Gryskiewicz distills the wisdom gained in his twenty-five years of working with the world's most creative organizations. The lesson is this: Managers can enable and even direct the seemingly random activity that often precedes creative breakthroughs and, in doing so, they can increase the probability of big hits." mdash; Teresa M. Amabile, MBA Class of 1954 Professor of Business Administration Senior Associate Dean, Director of Research, Harvard Business School "We are constantly told that the very survival and future success of our business corporations depends on how fast and how efficient we seek out viable opportunities mdash; and we are reminded that this is a continuous process. This book tells us how to do it and do it in a way that taps into the full innovative and creative capabilities of all employees. Stan Gryskiewicz's work adds a distinctly human dimension to the whole renewal movement." mdash; Gerry Rooney, former director of executive development, World Bank "Stan is an acknowledged pro at skillfully weaving practical business solutions with creative processes. In Positive Turbulence he takes us beyond just using the potential of the enormous change all around us into deliberately unsettling our comfort zones to inspire new opportunity. This is required reading for organizations looking to break out of the pack." mdash; Walter Elcock, merger transition executive, Bank of America "To present, in a clear and comprehensive manner, the complexity of managing corporate renewal in times of crises and chaos requires the experience and insightfulness of both an analytic and creative mind. Dr. Stan Gryskiewicz unites those qualities and has eloquently described the powerful tool of creating Positive Turbulence. This book is a must read for survival and success in the 21st century!" mdash; Patrick Colemont, M.Sc., co-founder, European Association for Creativity and Innovation "With Positive Turbulence, Stan Gryskiewicz gives us the wisdom of his career-long work in applied creativity. What he knows is well worth knowing. For anyone with a team, an opportunity and a corporate playing field, his book is a gift." mdash; Frank P. Bordonaro, Ph.D, chief learning officer, The Prudential Insurance Company of America From the Inside Flap Operating in a time of rapid and seemingly relentless change, today's healthiest organizations have the ability to continuously renew themselves and thrive in a challenging environment. They are the ones that know how to harness the turbulence all organizations encounter and use it as a catalyst for creativity and innovation. They are the companies that will succeed in the long term. And your company can be among them. As an expert on corporate change and advisor to leading organizations around the world, author Stanley Gryskiewicz has spent nearly thirty years observing and evaluating a variety of corporate cultures. Those that are most effective, he's found, are invariably

those in which creativity and innovation are allowed to flourish. Over the years, Gyskiewicz has witnessed and often helped devise the many strategies and processes companies have employed to deliberately establish energetic, creative cultures. And now he's distilled the most successful of those approaches into a dynamic process of cultural change he calls Positive Turbulence. Positive Turbulence begins with the recognition that change is inevitable. It then provides ways to keep change manageable and apply it to an organization's strategic advantage. Asserting that creativity need not be random, Gyskiewicz outlines a proactive process for bringing new information into an organization, making sense of it, and translating it into novel ideas that are both useful and actionable. Along the way, he relates specific strategies that individuals, teams, and organizations can use to increase their receptivity to Positive Turbulence and employ it effectively. The author illustrates his points with a variety of examples from history, from organizations large and small, even from jazz groups. He also provides real-world examples of how Norfolk Southern, Hallmark, and 3M have each used Positive Turbulence to build continuous renewal into their cultures. In short, Gyskiewicz gives you all of the infor