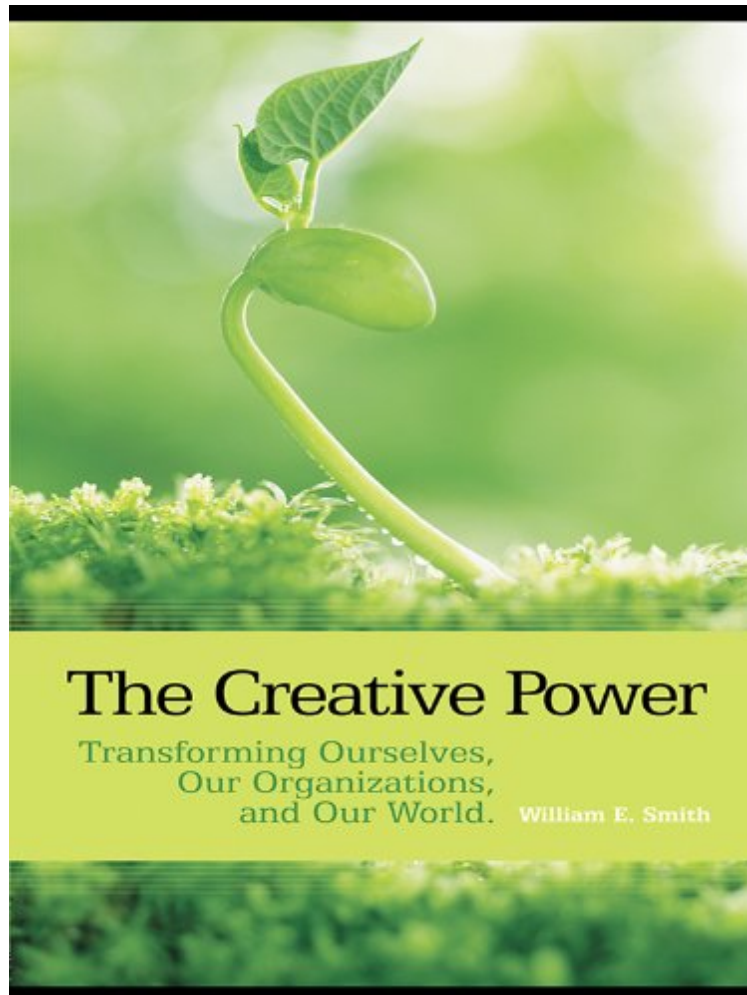


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The Creative Power: Transforming Ourselves, Our Organizations, and Our World

William E. Smith

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William E. Smith : The Creative Power: Transforming Ourselves, Our Organizations, and Our World before purchasing it in order to gage whether or not it would be worth my time, and all praised The Creative Power: Transforming Ourselves, Our Organizations, and Our World:

3 of 3 people found the following review helpful. A brilliant approach to OrganisationBy Khrystyna Kushnir15 February, 2009 Washington DC Dr. Smith takes a unique approach to the art of organization. He develops a new brilliant thesis that in order to organize you need power and power comes from purpose. This is a great formulation for people working in the field of international development. I really adore the example of "Thailand does it all", where Dr. Smith shares his experience how the villagers were taught to think about how to determine their purpose and it motivated them to act on their implicit knowledge about how to get from point A to point B. I think that Dr. Smith

accomplished the task of putting theory and practice of management together with his life. He opens a new domain of power - appreciation, which was not previously seen as a form of power. By joining the power of appreciation with the previously known powers of control and influence he provides a more complete and natural way to understand our power in ourselves, our organizations' and our world. 'The Creative Power' crosses many boundaries of known classifications of subjects, as it contributes to international development, management, psychology and philosophy at once. The book opened so many discoveries, helping me to understand myself and the world around me. I think that Creative Power by William Smith should be considered for Nobel Prize award. Khrystyna Kushnir, Fulbright Scholar of 3 people found the following review helpful. rosetta stone By Alan Barstow You know the feeling you get when you find the key word that allows you to complete the rest of the crossword puzzle? Can you imagine the feeling you get when you find the missing key to the file cabinet that holds all the valuable information and notes you have been accumulating throughout your professional and organizational life? Smith not only supplies the missing key to the cabinet, he has organized and arranged all the notes and information. Smith's book is the rosetta stone of organizational theory and models. All the concepts and principles you have read about and used over the years are not just explained in this book; they are connected. Smith tells his own story and adventures in understanding performance and living in organizations and then connects this to the evolving and developing theory of power. Smith presents the dimensions of power -- control, influence and appreciation -- and then examines these intertwined strands of power in organizations from the rational-legal of Weber and Taylor to the systemic, holistic, and purposeful of Follett, Trist, Thompson, Ackoff, and Bohm.

Over the last two decades a major focus of organization theory has been on understanding the dynamic relationships between individuals, organizations and their environments. This interest in dynamics, illustrated by systems, chaos, and complexity theory, is recorded in the works of Ackoff, Senge, and Stacey. This focus offers a new viewpoint on holism for practising leaders and theorists today. Building on this interest, Smith's original text presents a new philosophical lens for helping leaders see the advantages of a more holistic approach to improving organizations. Specifically he introduces the AIC (appreciation, influence, control) philosophy, model, and process of purpose-power relationships as a next step in the evolution of organization and systems theory traces its roots and evolution in organization theory and indicates its actual and potential contribution to that field translates the model into a transformative, strategic organizing process that can be used to organize at any level, in a way that will ensure the achievement of higher levels of purpose, at less cost and in less time than traditional organizational approaches. Developed and tested via his work for organizations including the World Bank, this revolutionary book will change the way organizations and individuals work.