Holocracy The Revolutionary Management System That Abolishes Hierarchy

This insightful Research Agenda provides reflections on the state of the international business and management discipline and also highlights important future topics for research, as well as sharing a range of thought-provoking ideas on key subjects from externalization theory to emerging market economies to societal crises and modern slavery.

A Radical New Model for Unleashing Your Company’s Potential In most organizations nearly everyone is doing a second job no one is paying them for—namely, covering their weaknesses, trying to look their best, and managing other people’s impressions of them. There may be no greater waste of a company’s resources. The ultimate cost: neither the organization nor its people are able to realize their full potential. What if a company did everything in its power to create a culture in which everyone—not just select “high potentials”—could overcome their own internal barriers to change and use errors and vulnerabilities as prime opportunities for personal and company growth? Robert Kegan and Lisa Lahey (and their collaborators) have found and studied such companies—Deliberately Developmental Organizations. A DDO is organized around the simple but radical conviction that organizations will best prosper when they are more deeply aligned with people’s strongest motive, which is to grow. This means going beyond consigning “people development” to high-potential programs, executive coaching, or once-a-year off-sites. It means fashioning an organizational culture in which support of people’s development is woven into the daily fabric of working life and the company’s regular operations, daily routines, and conversations. An Everyone Culture dives deep into the worlds of three leading companies that embody this breakthrough approach. It reveals the design principles, concrete practices, and underlying science at the heart of DDOs—from their disciplined approach to giving feedback, to how they use meetings, to the distinctive way that managers and leaders define their roles. The authors then show readers how to build this developmental culture in their own organizations. This book demonstrates a whole new way of being at work. It suggests that the culture you create is your strategy—and that the key to success is developing everyone.

What is the connection between the sleaziness of Harvey Weinstein’s ‘business meetings’ and the passionless doctrine of neoclassical economics? In this witty and incisive examination of the new economy, Peter Fleming argues that they are closer than you might think. The quest to rid society of bureaucracy, shrink government and burn red tape has certainly made capitalism ‘more human’, but not in the family-friendly way envisaged by free-market gurus. Increasing informality has led to a capitalism fuelled by limitless exploitation and increasingly seedy methods of management, from semi-feudal workplace hazing rituals and predatory middle-managers with an axe to grind to arbitrary zero-hours contracts, Uber and, perhaps worst of all, the compulsory gym session with your boss. Fleming dubs this ‘Sugar Daddy Capitalism’ after the controversial dating-app wealthy businessmen use to meet young girls, most of whom are struggling with university fees. What seems like a creepy outlier is actually a prescient metaphor for our whole economy: an anonymous and
impersonal cash system that is also intent on getting under your skin, extra close and capable of ruining everything if you say ... ‘no’.

“This is the book where self-help turns into helping the world—and then turns back into helping yourself find a better life. Fascinating and timely!”—Bill McKibben, author of Eaarth: Making a Life on a Tough New Planet What does it take to achieve a successful and satisfying life? Not long ago, the answer seemed as simple as following a straightforward path: college, career, house, marriage, kids, and a secure retirement. Not anymore. Staggering student loan debt, sweeping job shortages, a chronically ailing economy—plus the larger issues of global unrest, poverty, and our imperiled environment—make the search for fulfillment more challenging. And, as Colin Beavan, activist and author of No Impact Man, proclaims, more exciting. In this breakthrough book, Beavan extends a hand to those seeking more meaning and joy in life even as they engage in addressing our various world crises. How to Be Alive nudges the unfulfilled toward creating their own version of the Good Life—a life where feeling good and doing good intersect. He urges readers to reexamine the “standard life approaches” to pretty much everything and to experiment with life choices that are truer to their values, passions, and concerns. How do you stop placing limits on your potential impact? How do you make your choices really matter in everything from your clothing purchases to your career? How do you find the people who will most support you in your quest for a good life? To answer these questions and more, Beavan draws on classic literature and philosophy; surprising new scientific findings; and the uplifting personal stories of real-life “lifequesters”—people who are breaking away from those old broken paths, blazing fresh trails, and reveling in every step along the way. “There is a movement afoot for a better life and Colin Beavan is its prophet, with a new book as powerful as his already classic No Impact Man.”—John de Graaf, coauthor of Affluenza

Urban gardeners. Native seed-saving collectives. Ecovillage developments. What is the connection between these seemingly disparate groups? The ecological design system of permaculture is the common thread that weaves them into a powerful, potentially revolutionary—or reevolutionary—movement. Permaculture is a philosophy based on common ethics of sustainable cultures throughout history that have designed settlements according to nature’s patterns and lived within its bounds. As a movement that has been building momentum for the past 40 years, it now is taking form as a growing network of sites developed with the intention of regenerating local ecologies and economies. Permaculture strategies can be used by individuals, groups, or nations to address basic human needs such as food, water, energy, and housing. As a species, humans are being called forth to evolve, using our collective intelligence to meet the challenges of the future. Yet if we are to survive our collective planetary crisis, we need to revisit history, integrating successful systems from sustainable cultures. To boldly confront our position on the brink of the earth’s carrying capacity and make changes that incorporate the wisdom of the past is truly revolutionary. Sustainable Revolution features the work of a worldwide network of visionaries, including journalists, activists, indigenous leaders and permaculturists such as David Holmgren, Vandana Shiva, Charles Eisenstein, Starhawk, Erik Assadourian, Victoria Tauli-Corpuz, Albert Bates, and Geoff Lawton. This beautifully photographed collection of profiles, interviews, and essays features 60 innovative community-based projects in diverse climates across the
planet. Edited by anthropologist Juliana Birnbaum Fox and award-winning activist filmmaker Louis Fox, it can be read as an informal ethnography of an international culture that is modeling solutions on the cutting edge of social and environmental change. The research presented in the book frames the permaculture movement as a significant ally to marginalized groups, such as the urban poor and native communities resisting the pressures of globalization. Sustainable Revolution uplifts and inspires with its amazing array of dynamic activists and thriving, vibrant communities. From the Trade Paperback edition.

How to navigate your strategy journey in business using a five model framework and methodology that teaches you to play 'SMART' and 'win' in the game of business and career ascension.

The bestselling book, now with a new preface by the authors At once a bold defense and reimagining of capitalism and a blueprint for a new system for doing business, Conscious Capitalism is for anyone hoping to build a more cooperative, humane, and positive future. Whole Foods Market cofounder John Mackey and professor and Conscious Capitalism, Inc. cofounder Raj Sisodia argue that both business and capitalism are inherently good, and they use some of today’s best-known and most successful companies to illustrate their point. From Southwest Airlines, UPS, and Tata to Costco, Panera, Google, the Container Store, and Amazon, today’s organizations are creating value for all stakeholders—including customers, employees, suppliers, investors, society, and the environment. Read this book and you'll better understand how four specific tenets—higher purpose, stakeholder integration, conscious leadership, and conscious culture and management—can help build strong businesses, move capitalism closer to its highest potential, and foster a more positive environment for all of us.

The For-Purpose Enterprise with its powershifted operating system is a complete replacement for the conventional management hierarchy as well as for conventional management approaches including predict-and-control. It is based upon three rulesets incorporating the four central principles: 1.Establish purpose as the supreme principle of order 2.Agile and transparent action 3.Differentiating and integrating work and people 4.Powershift and distributed authority.

"We the People" describes a new method of governing that creates more inclusive and efficient organizations. Sociocracy ensures the rights of life, liberty, and the pursuit of happiness to everyone, and in the process, makes businesses more profitable and non-profit organizations more effective.

This book provides essential insights into how to rapidly and safely develop new sustainable products, no matter whether it is in the private sector, the public sector or the non-profit sector, and regardless of the specific national or business culture. The principles discussed were distilled from experiences and insights gained in numerous practical innovation endeavors, and from insider action research in connection with ongoing development, change management, and innovation projects in various areas and branches of the business world and non-commercial sector. In short, the practical work and research has revealed that, regardless of the specific product and/or business to be developed, clear advantages can be gained by using dynamic or agile methods based on modern theories. These advantages include: reduced risk of failure, shorter time to market, less money and effort spent, better outcome solutions, etc. than when
classical methods are used. Accordingly, the book also highlights the differences
to the classical/traditional and dynamic mindset and approaches. It offers
suggestions on how to think, organize, lead, and act in order to excel in an increasingly
complex and non-linear world. The more you can assimilate the theories, principles and
methods – and integrate them in the culture you operate in – the greater the benefits
will be for you and your organization.
The first of its kind, this Handbook mobilizes research on an emerging phenomenon,
Open Strategy. As new technologies and societal pressures have precipitated
employees, business partners, shareholder groups and other stakeholders into deeper
involvement in strategy, various Open Strategy initiatives now promise greater
transparency and inclusion in the strategy process. Providing a wide-ranging
introduction to the concept of Open Strategy and its various dimensions, the chapters of
this Handbook detail key practices, discuss the roles of technology, and propose
various theoretical perspectives for researching Open Strategy. Finally, this Handbook
addresses the ongoing challenges and politics involved in Open Strategy. It will appeal
to organization and strategy scholars, master's students in business and management,
practitioners, such as consultants and strategy staff in established firms, and anyone
concerned with new trends in strategy development and its implications for
organizations and their members.
How best to adapt established companies to a rapidly changing economy has long
been a topic of debate in both the corporate and academic worlds. This challenge is
especially pressing for large organizations that may have grown top-heavy and rigid
with time but now need to be light on their feet to stay relevant and profitable. Until now,
the best attempts have consisted of plucking tools and methods from the world of start-
ups and applying them wholesale in large corporate environments. Most of these efforts
have either fizzled or failed outright because they lacked a framework for a
comprehensive corporation-sized rollout. The Loop Approach introduces a new series
of methods that could help change the course of operations for even the most colossal
organizations. Sebastian Klein and Ben Hughes provide a wide-ranging set of
guidelines for achieving corporate agility, complete with checklists and worksheets that
should prove instantly applicable. Want proof? The methods outlined in The Loop
Approach have already been successfully implemented at such European corporate
giants as Audi, Deutsche Bahn, and Telekom.
This book presents and analyses exemplary cases of progressive business, understood
as ecologically sustainable, future-respecting and pro-social enterprise. The authors
present a number of companies following progressive business practices from a range
of industries including ethical and sustainable banking, artisan coffee production and
distribution, pharmaceutical products, clean technology, governance in retailing,
responsible hospitality and consumer goods. With case studies from around Europe
such as Tridos Bank in The Netherlands, Béres Co. in Hungary, Novo Nordisk in
Denmark, Lumituuli in Finland, John Lewis in the UK and Illy Café from Italy, these
progressive companies have global reach and an international impact. The collected
cases aim to show the best to be expected from business in the 21st century in a
structured accessible way, suitable for any readers interested in innovative ways of
creating forward-looking sustainable business.
Managing Change: Enquiry and Action, Australasian edition offers a fresh perspective
of change theory with contemporary examples providing students with the tools they need to navigate the complexities of change within organisations. The book features notions of innovation, disruption and agile learning that are necessary in an intensified business world. Using an enquiry-action framework, the text is separated into three parts: diagnosing, explaining and enacting to combine theory with the practical tools needed to understand and manage change. Cases reinforce student understanding and focus on actions and outcomes while a selection of fifteen extended cases bring different concepts together. Written by leading professionals, Managing Change: Enquiry and Action, Australasian Edition is an essential resource for students looking to develop a strong skills base that can be employed in practice.

Human resource (HR) governance is a relatively new construct that has recently begun attracting more and more attention in both research and practice. As a part of corporate governance, it represents the internal and external normative framework of human resource management and its supervision in organizations. This book theoretically integrates HR governance with the related domains of corporate governance, general management, HR management, and leadership. By doing so, it provides scholars and practitioners in the field with a precisely delineated system of theoretical concepts for their work and helps to translate these concepts into concrete research questions and practical guidelines. By interpreting the new ISO 30408 norm on human governance and taking into account recent developments, the book helps to comply with and anticipate current and future HR regulations.

Principles of Management is designed to meet the scope and sequence requirements of the introductory course on management. This is a traditional approach to management using the leading, planning, organizing, and controlling approach. Management is a broad business discipline, and the Principles of Management course covers many management areas such as human resource management and strategic management, as well behavioral areas such as motivation. No one individual can be an expert in all areas of management, so an additional benefit of this text is that specialists in a variety of areas have authored individual chapters.

A radical approach to growing high-quality talent--fast You know that winning in today’s marketplace requires top-quality talent. You also know what it takes to build that talent--and you spend significant financial and human resources to make it happen. Yet somehow, your company’s beautifully designed and well-benchmarked processes don’t translate into the bottom-line talent depth you need. Why? Talent management experts Marc Effron and Miriam Ort argue that companies unwittingly add layers of complexity to their talent-building models--without evaluating whether those components add any value to the overall process. Consequently, simple activities like setting employee performance goals become multipage, headache-inducing time wasters that turn managers off and fail to improve results. Effron and Ort introduce a simple, powerful, scientifically proven approach to increase your ability to develop better leaders faster: One Page Talent Management (OPTM). Using the straightforward, easy-to-follow process described in this book, you will eliminate frustrating complexity, focus only on those components that add real value, and build transparency and accountability into every practice. Based on extensive
research and experience in companies such as Avon Products, Bank of America, and Philips, One Page Talent Management shows you how to: Quickly identify high-potential talent without complex assessments Increase the number of "ready now" successors for key roles Generate 360-degree feedback that accelerates change in the most critical behaviors Significantly reduce the time required for managers to implement talent-building processes Do away with complexity and bureaucracy--and develop the high-quality talent you need, right now.

The revolutionary book that teaches you how to use the cutting edge of human psychology to build high performing workplace cultures. Too often, great cultures feel like magic. While most leaders believe culture is critical to success, few know how to build one, or sustain it over time. What if you knew the science behind the magic—a science so predictive and powerful that you could transform your organization? What if you could use cutting edge psychology to unlock people’s innate desire to innovate, experiment, and adapt? In Primed to Perform, Neel Doshi and Lindsay McGregor show you how to do just that. The result: higher sales, more loyal customers, and more passionate employees. Primed to Perform explains the counter-intuitive science behind great cultures, building on over a century of academic thinking. It shares the simple, highly predictive new measurement tool—the Total Motivation (ToMo) Factor—that enables you to measure the strength of your culture, and track improvements over time. It explores the authors’ original research into how Total Motivation leads to higher performance in iconic companies, from Apple to Starbucks to Southwest Airlines. Most importantly, it teaches you to build great cultures, using a systematic and sustainable approach. High performing cultures can’t be left to chance. Organizations must create systems that shape and maintain them. Whether you’re a five-person team or a startup, a school, a nonprofit or a mega-institution, Primed to Perform shows you how.

Find out what Blockchain is, how it works, and what it can do for you Blockchain is the technology behind Bitcoin, the revolutionary ‘virtual currency’ that’s changing the way people do business. While Bitcoin has enjoyed some well-deserved hype, Blockchain may be Bitcoin's most vital legacy. Blockchain For Dummies is the ideal starting place for business pros looking to gain a better understanding of what Blockchain is, how it can improve the integrity of their data, and how it can work to fundamentally change their business and enhance their data security. Blockchain For Dummies covers the essential things you need to know about this exciting technology's promise of revolutionizing financial transactions, data security, and information integrity. The book covers the technologies behind Blockchain, introduces a variety of existing Blockchain solutions, and even walks you through creating a small but working Blockchain-based application. Blockchain holds the promise to revolutionize a wide variety of businesses. Get in the know about Blockchain now with Blockchain For Dummies and be ready to make the changes to business that your colleagues and competitors will later wish they’d done. Discover ten ways Blockchain can change
business Find out how to apply a Blockchain solution See how to make data more secure Learn how to work with vendors Filled with vital information and tips on how this paradigm-changing technology can transform your business for the better, this book will not only show you Blockchain's full potential, but your own as well!

Blockchain technology is powering our future. As the technology behind cryptocurrencies like bitcoin and Facebook's Libra, open software platforms like Ethereum, and disruptive companies like Ripple, it’s too important to ignore. In this revelatory book, Don Tapscott, the bestselling author of Wikinomics, and his son, blockchain expert Alex Tapscott, bring us a brilliantly researched, highly readable, and essential book about the technology driving the future of the economy. Blockchain is the ingeniously simple, revolutionary protocol that allows transactions to be simultaneously anonymous and secure by maintaining a tamperproof public ledger of value. Though it’s best known as the technology that drives bitcoin and other digital currencies, it also has the potential to go far beyond currency, to record virtually everything of value to humankind, from birth and death certificates to insurance claims, land titles, and even votes. Blockchain is also essential to understand if you’re an artist who wants to make a living off your art, a consumer who wants to know where that hamburger meat really came from, an immigrant who’s tired of paying big fees to send money home to your loved ones, or an entrepreneur looking for a new platform to build a business. And those examples are barely the tip of the iceberg. As with major paradigm shifts that preceded it, blockchain technology will create winners and losers. This book shines a light on where it can lead us in the next decade and beyond.

An original theory of the development of consciousness that brings together research from neurology, new-paradigm studies, psychology, and mysticism. What are the best practices for leading a workforce in which human employees have merged cognitively and physically with electronic information systems and work alongside social robots, artificial life-forms, and self-aware networks that are ‘colleagues’ rather than simply ‘tools’? How does one manage organizational structures and activities that span actual and virtual worlds? How are the forces of technological posthumanization transforming the theory and practice of management? This volume explores the reality that an organization’s workers, managers, customers, and other stakeholders increasingly comprise a complex network of human agents, artificial agents, and hybrid human-synthetic entities. The first part of the book develops the theoretical foundations of an emerging ‘organizational posthumanism’ and presents frameworks for understanding and managing the evolving workplace relationship between human and synthetic beings. Other chapters investigate topics such as the likelihood that social robots might utilize charismatic authority to lead human workers; potential roles of AIs as managers of cross-cultural virtual teams; the ethics and legality of entrusting organizational decision-making to spatially diffuse robots that have no discernible physical form; quantitative approaches to comparing managerial capabilities of
human and artificial agents; the creation of artificial life-forms that function as autonomous enterprises competing against human businesses; neural implants as gateways that allow human users to participate in new forms of organizational life; and the implications of advanced neuroprosthetics for information security and business model design. As the first comprehensive application of posthumanist methodologies to management, this volume will interest management scholars and management practitioners who must understand and guide the forces of technologization that are rapidly reshaping organizations’ form, dynamics, and societal roles.

“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? Haven’t 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 not 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?

Many observers have suggested that capitalism is fast destroying our planet, concentrating power in a few big companies. Excessive short-termism, leveraged debt, digitisation, and disruption are the new normal. We stand at a critical
juncture where the two paths ahead could lead to very different futures. One route could take us back to the harshest days of the early Industrial Revolution and the Great Depression. The other could lead to a world of abundance, equality, inclusivity, and prosperity for all. Which future awaits us will largely be determined by business, and HR (Human Resources) in particular. Books on HR tend to focus on HR practices and potential interventions, but they rarely look at the profession, how it evolved, and how and why those people practices were created. The HR (R)Evolution: Change the Workplace, Change the World describes the "Seven Great Waves" of change and explains how each wave impacted business. It explains how some companies are stuck in the past and how HR can break the deadlock if it understands what the future holds. This book is meant for senior business leaders or anyone currently working in HR who are grappling with the paradoxes of business today. It’s for leaders who recognise that people issues are the central challenge of our time. Whether we embrace the waves yet to come will determine whether we survive or regress, whether we flourish or flounder. The future is in our hands.

The Fourth Industrial Revolution signals a sea change in the way we lead our organisations. Moving away from relational leadership and horizontal, organisationally-led development, it is imperative that business leaders are able to adapt to more networked organisations and shift away from dated assumptions of positional power. Constructing Leadership 4.0 breaks new ground by explaining the urgent challenges facing managers and business leaders. It will teach you how to: Approach leadership development as a system rather than a programme Develop an organisational ecosystem to support leadership 4.0 Build collaborative networks Cultivate a responsive mindset through sensemaking Use non-classroom based learning methodologies for educating leaders Rooted in leadership development methodology and underpinned by cutting-edge research, this book calls for businesses to cultivate responsive leaders through a theory of connectivism and swarm intelligence that reflects the coming cybernetic revolution.

Many Voices One Song is a detailed manual for implementing sociocracy, an egalitarian form of governance also known as dynamic governance. The book includes step-by-step descriptions for structuring organizations, making decisions by consent, and generating feedback. The content is illustrated by diagrams, examples and stories from the field.

The world has become increasingly networked and unpredictable. Decision makers at all levels are required to manage the consequences of complexity every day. They must deal with problems that arise unexpectedly, generate uncertainty, are characterised by interconnectivity, and spread across traditional boundaries. Simple solutions to complex problems are usually inadequate and risk exacerbating the original issues. Leaders of international bodies such as the UN, OECD, UNESCO and WHO — and of major business, public sector, charitable, and professional organizations — have all declared that systems thinking is an essential leadership skill for managing the complexity of the economic, social and environmental issues that confront decision makers. Systems thinking must be implemented more generally, and on a wider scale, to address these issues. An evaluation of different systems methodologies suggests
that they concentrate on different aspects of complexity. To be in the best position to
deal with complexity, decision makers must understand the strengths and weaknesses
of the various approaches and learn how to employ them in combination. This is called
critical systems thinking. Making use of over 25 case studies, the book offers an
account of the development of systems thinking and of major efforts to apply the
approach in real-world interventions. Further, it encourages the widespread use of
critical systems practice as a means of ensuring responsible leadership in a complex
world. Comments on a previous version of the book: Russ Ackoff: ‘the book is the best
overview of the field I have seen’ JP van Gigch: ‘Jackson does a masterful job. The
book is lucid ...well written and eminently readable’ Professional Manager (Journal of
the Chartered Management Institute): ‘Provides an excellent guide and introduction to
systems thinking for students of management’

With the rollback of net neutrality, platform cooperativism becomes even more pressing:
In one volume, some of the most cogent thinkers and doers on the subject of the
cooption of the Internet, and how we can resist and reverse the process.

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.

Holacracy
HolacracyThe New Management System for a Rapidly Changing World
Macmillan
Matt K. Parker, technology thought-leader, reveals six "Week in the Life" stories of
cutting-edge, radically collaborative software makers to illustrate the potential for
human experience in radically collaborative software environments.

#1 NEW YORK TIMES AND WALL STREET JOURNAL BESTSELLER
Pay brand-new employees $2,000 to quit
Make customer service the responsibility of the entire
company-not just a department
Focus on company culture as the #1 priority
Apply research from the science of happiness to running a business
Help employees grow-
both personally and professionally
Seek to change the world
Oh, and make money too .

Sound crazy? It's all standard operating procedure at Zappos, the online retailer
that's doing over $1 billion in gross merchandise sales annually. After debuting as the
highest-ranking newcomer in Fortune magazine's annual "Best Companies to Work For" list in 2009, Zappos was acquired by Amazon in a deal valued at over $1.2 billion
on the day of closing. In DELIVERING HAPPINESS, Zappos CEO Tony Hsieh shares
the different lessons he has learned in business and life, from starting a worm farm to
running a pizza business, through LinkExchange, Zappos, and more. Fast-paced and
down-to-earth, DELIVERING HAPPINESS shows how a very different kind of corporate
culture is a powerful model for achieving success-and how by concentrating on the
happiness of those around you, you can dramatically increase your own. To learn more

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.com (author of the #1 New York Times bestseller Delivering Happiness), Evan Williams (co-founder of Blogger, Twitter, and Medium), and David Allen. The purpose of the Beer/McMurrey book is to give engineering students and engineers a brief, easy to use guide to the essentials of engineering writing. Appropriate for use as a supplement to an existing course, or as a resource for an introduction to engineering course that includes writing as one of its components, the Beer/McMurrey book will give engineers the basics of writing reports, specifications, using electronic mail and computers without trying to be an exhaustive survey of all kinds of technical writing.

This Handbook grapples conceptually and practically with what the sharing economy - which includes entities ranging from large for-profit firms like Airbnb, Uber, Lyft, Taskrabbit, and Upwork to smaller, non-profit collaborative initiatives - means for law, and how law, in turn, is shaping critical aspects of the sharing economy. Featuring a diverse set of contributors from many academic disciplines and countries, the book compiles the most important, up-to-date research on the regulation of the sharing economy. The first part surveys the nature of the sharing economy, explores the central challenge of balancing innovation and regulatory concerns, and examines the institutions confronting these regulatory challenges, and the second part turns to a series of specific regulatory domains, including labor and employment law, consumer protection, tax, and civil rights. This groundbreaking work should be read by anyone interested in the dynamic relationship between law and the sharing economy.

This book is a practical guide to the evolving landscape of finance, highlighting how it’s changing our relationship with money and how financial technology, together with macroeconomic and societal change, is rewriting the story of how business is done in developing economies. Financial services companies are trying to become more customer focused, but struggling to help huge customer segments, particularly in developing economies. Alternative financial models and tools are emerging, which are being embraced by consumers and incumbents. In large parts of the developing world, alternative services are leapfrogging traditional finance, meaning more and more people have access to finance without ever needing a bank. Meanwhile, the barriers around financial services companies are crumbling, as they become more reliant on integration with new providers and alternative types of service. Financial products can no longer be viewed in isolation, but as part of a service landscape that supports how people do life. This means rethinking how our businesses are designed, motivated and organised, and letting go of the old ways of thinking about supply and demand. With practical steps businesses and, in particular, financial services organisations need to take to participate in a global service ecosystem, this book will be of interest to financial professionals who work in banking, financial technology, and
development finance.

"There are a lot of books about goal setting. This one is special." — Scott Warner, CEO, Gigg

When it comes to productivity, hard work is half the battle. The first half—the crucial half—is planning well. The DO LESS method is a simple way to achieve your goals more often, in less time, and with greater peace of mind. Learn how to: Decide the right goals for you Create workable strategies for reaching them Harness time for maximum efficiency From the big-picture down to the details, Claire Diaz-Ortiz walks you through every step of setting and achieving smart goals. She helps you brainstorm goals, choose the best ones, and adjust them to make them realistic. Then she helps you strategize how to reach them, day-by-day, year-by-year. Whether you want to finish a house project, lose weight, or write a book, Design Your Day—by someone who read 150 books while caring for an infant—is an all-in-one guide to smart productivity. Use Claire’s tricks and tools and you’ll be amazed at what you can do in a day, let alone a lifetime.

This dynamic and beautifully written textbook takes a modern and innovative approach to strategy by placing technology at its heart, bridging the gap between general strategy texts and specialist technology and innovation literature. It addresses the challenges and opportunities presented to organisations by disruptive technological change and takes into account the navigation of uncertain business environments. In addition to examining more established concepts and theories, the text also explores new disruptive business models and non-traditional approaches to strategy development such as effectuation, the Business Model Canvas and prediction logic. This comprehensive and critical approach is supported by a rich assortment of practical examples and cases drawn from different sectors and a range of exciting companies from all over the world, helping students and practitioners to apply theory to practice. This will be an essential core text for modules on technology strategy and innovation at upper undergraduate, postgraduate and MBA levels, and invaluable reading for senior executives and aspiring managers who seek to understand how to implement strategy in a volatile disruptive environment.

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 methods. This book describes in practical detail how organizations large and small can operate in this new paradigm.

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