

Reinventando el trabajo

Última llamada para adaptar la empresa a la era digital



por Jaime Castillo Parages

En la sociedad actual el ser humano invierte cuarenta años de su vida trabajando. 1.920 semanas, 9.600 días, 76.800 horas. Es el tiempo que cada persona entrega a la sociedad, participando en su progreso y aportándole valor.

¿Qué es trabajar? Según la Real Academia Española, el origen de la palabra trabajo proviene del latín *tripaliare*, torturar. Derivado del latín tardío *tripalium*, instrumento de tortura compuesto de tres maderos. Por tanto, según su etimología, el trabajo es un tipo de tortura o sufrimiento, que se convierte en un sufrimiento retribuido en el momento en el que se empieza a pagar por él.

Por desgracia, esta sigue siendo una realidad innegable para millones de personas, ya que el modelo de organización de trabajo actual está demasiado arraigado en este paradigma. ¿Cuántas veces has oído “quiero ir a trabajar” en vez de “tengo que ir a trabajar”? ¿Acaso no escuchamos constantemente frases como las que han introducido este texto, expresiones como: “Ojalá me jubilara mañana”?

En una sociedad en la que la moneda del tiempo es cada vez más valiosa, más incluso que el propio dinero, ¿está realmente compensado el tiempo dedicado al trabajo con la felicidad global de una persona?

Reinventando El Trabajo

Arthur Yeung, Dave Ulrich



Reinventando El Trabajo:

Reinventando el Estado Agustín Ferraro Cibeli, 2009 **Reinventando la organización** Arthur Yeung, Dave Ulrich, 2020-06 Las organizaciones tradicionales muy jerarquizadas y burocráticas están desapareciendo. Los directivos saben que el entorno y la tipología de estrategias están en continuo cambio y que su organización debe evolucionar conforme a los cambios si quiere mantenerse en el mercado. Esto ha dado lugar a nuevos modelos organizativos como plataformas propias y networking además de organizaciones ágiles y ambidiestras es decir aquellas que pueden abarcar la innovación y el cambio continuo. En este contexto los directivos necesitan una síntesis de estos nuevos modelos emergentes y de un marco de trabajo que poder llevar a la práctica. Ulrich y Yeung proporcionan esa guía y ofrecen a los líderes las claves para innovar en su organización tomar las decisiones adecuadas para cada uno de los nuevos sistemas, estructuras, capacidades y gestión y de esta manera poder responder a las nuevas oportunidades del mercado. Reinventamos la organización está basado en la investigación sobre nuevos modelos organizacionales en algunas de las compañías más dinámicas del mundo como Tencent, Alibaba, Huawei, DiDi o Amazon y en su experiencia asesorando empresas en la transformación organizacional. En este libro encontrarás todas las claves necesarias para poder transformar tu organización de manera creativa y ágil para que se adapte a los nuevos mercados y sea realmente competitiva. **PUNTOS FUERTES** Descubre cómo son y cómo funcionan los modelos de organización más innovadores del mundo. Libro basado en la investigación de los autores sobre las empresas más representativas a nivel global como Google, Facebook o Alibaba. El libro ha sido traducido en varios idiomas como el inglés y el chino. Dave Ulrich es considerado el gurú más importante en gestión de recursos humanos. Da las claves para que las organizaciones sigan aportando valor en el entorno de mercado cambiante. El autor participó en este año como conferenciante en el World Business Forum que se realizará en Madrid, uno de los eventos más importantes dentro del mundo de los negocios.

Reinventando el periódico: Una estrategia para la supervivencia de la prensa diaria Plácido Moreno, 2009-09-02 Actualmente los periódicos viven una crisis sin precedentes. Algo que podríamos denominar como una tormenta perfecta. La crisis económica global, los cambios en los hábitos de consumo de la información producidos por Internet, la crisis de confianza en el periódico y la irrupción de la era de la posverdad, Fake News, están forzando a esta industria a profundos cambios. Esta premonitory obra escrita en 2009 y galardonada por la Fundación Europea para la Sociedad de la Información aborda el complejo proceso de transformación de la industria de los periódicos desde un punto de vista sistémico y riguroso. Una obra de recomendada lectura para los jóvenes estudiantes de Comunicación, profesionales del sector e investigadores académicos.

Reinventar las organizaciones Frederic Laloux, 2016-04-05 Publicamos el best seller internacional Reinventar las organizaciones que presenta el próximo estadio en el progreso de las organizaciones humanas. Uno de los libros de management más aclamados e importantes de los últimos años. Es como ver el futuro. Reinventar las organizaciones es un libro distinto que rompe con el enfoque tradicional de los libros de management. Está escrito como un manual para personas líderes.

fundadores consultores trabajadores que sienten que algo no encaja en la manera actual de dirigir las organizaciones que creen que puede hacerse mucho más y se preguntan cómo Laloux nos recuerda que cada vez que la humanidad ha accedido a un nuevo estadio de consciencia también ha creado un modelo organizativo radicalmente más productivo que el anterior Y plantea la premisa siguiente nos hallamos en uno de esos momentos críticos de cambio vislumbramos los albores de un nuevo gran salto hacia adelante Lo extraordinario es que Laloux es capaz de demostrarlo Examina casos reales de organizaciones empresas asociaciones hospitales y colegios de tamaños sectores y países distintos que él califica de teal integrales y que retratan esta nueva y más auténtica manera de funcionar Sin conocerse entre sí dichas organizaciones han introducido innovaciones muy exitosas y sorprendentemente similares la responsabilización y autogestión de los grupos de trabajo la reivindicación de la integridad de las personas y el carácter necesariamente evolutivo del proyecto empresarial Además de describirlas en detalle el autor también examina las claves de éxito de estas nuevas organizaciones Qué se necesita para crear una organización teal integral Es posible transformar organizaciones existentes Y cómo Qué resultados podemos esperar

Reinventando el trabajo Thomas J. Peters, 2002 **Profesiones Esenciales. La necesidad de reinventarse en tiempos del Covid.** María Elena Nieto Cabrera, Concepción Nieto Morales, 2021-07-16 Este trabajo está estructurado en dos partes una formada por profesiones esenciales desde sanitarios en el amplio sentido Médicos Enfermeros podólogos Profesores Abogados miembros de las Fuerzas y Cuerpos de Seguridad del Estado Agricultura profesionales de la Hostelería Periodismo otros profesionales etc y otra parte dedicada al Trabajo Social en sus diferentes ámbitos de actuación desde centros de salud hospitales centros de día centros de menores personas extranjeras Violencia de género etc aunque son dos trabajos independientes Este trabajo trata de reflejar las vivencias profesionales y personales esencialmente de personas que desempeñan profesiones que han sido calificadas como esenciales y que han enfrentado el virus trabajando muchos han sufrido la enfermedad y en algunas personas persisten las secuelas **Reinventar la escuela** Jordi Musons, 2021-02-24 Qué está cambiando en el sistema educativo En qué coinciden las escuelas más innovadoras de todo el mundo Cómo afectar el uso continuo de la tecnología en el aprendizaje De qué manera se debería abordar la desigualdad educativa y el fracaso escolar Este libro es la mejor guía posible para docentes educadores y familias que quieren comprender la educación que viene explorando los nuevos propósitos del siglo XXI y las metodologías que están revolucionando el actual modelo educativo En un mundo donde la tecnología nos empuja hacia la cuarta revolución industrial es necesaria la implicación de toda la sociedad para ofrecer a los más jóvenes la educación que se merecen Solo con una nueva enseñanza inclusiva y equitativa que ofrezca oportunidades a todos sus alumnos y haga aflorar sus capacidades las nuevas generaciones podrán afrontar con garantías los retos que les depara el futuro Con una mirada crítica y proactiva Jordi Musons director de la prestigiosa escuela Sadako Ashoka Changemaker School profundiza en los límites de la educación de nuestro tiempo y a la vez propone metodologías herramientas y modelos educativos que den respuesta a las necesidades de la sociedad actual Conocer a Jordi Musons es un

regalo Me fascina la claridad con la que piensa la educación y la escuela y cómo deberían cambiar Este libro que recoge su pensamiento sobre la educación y la vida es una invitación a soltar lastre y empezar a volar César Bona *Reinventar la democracia* Boaventura de Sousa Santos, 2004 **Reinventar la universidad pública, un asunto de responsabilidad social territorial** Elizabeth Ballén Guachetá, 2020-06-19 Pensemos en el papel de la universidad pública en la construcción de un mejor país Gran responsabilidad la que tiene la institución encargada de cumplir con el derecho fundamental de acceso de hombres y mujeres a la educación Enorme responsabilidad la que tenemos los docentes de formar con valores para la sana convivencia nuevas generaciones de intelectuales que piensen reflexionen y transformen el país Su responsabilidad la que tienen los estudiantes LOS NUEVOS ESTUDIANTES que surgieron a partir de la megamarcha del 5 de marzo defendiendo el derecho fundamental a la vida La universidad pública la hacemos entre todos y todas en términos de justicia social igualdad y sobre todo respeto por el otro Hagamos el ejercicio de imaginar un país en el cual los profesionales al ejercer su carrera privilegien el bienestar colectivo sobre el beneficio particular Tocamos fondo con tanta violencia pero renace el país a través de la universidad pública **Reinventar el vínculo educativo** Hebe Tizio, 2008-01-01 Reinventar el vínculo educativo deriva del trabajo que anualmente realiza el Grupo de Investigación sobre Psicoanálisis y Pedagogía Social en el Instituto del Campo Freudiano de Barcelona La polifonía de voces representantes de diferentes discursos aborda cuestiones teóricas a partir de casos prácticos y se sirve de las reflexiones de los clásicos de ambas disciplinas para actualizar la definición de vínculo educativo Hebe Tizio psicoanalista y profesora titular de la Universidad de Barcelona ha coordinado hábilmente las voces de Anna Arom Susana Brignoni Rosa Godnez Encarna Medel Jos Miguel Leo Segundo Moyano Violeta Nuez Lidia Ramírez y Leonora Troianovski y nos propone un recorrido helicoidal de interrogantes e intercambios que relanzan y cuestionan el saber producido Esta metodología abierta y viva nos introduce en el campo de conexión de la Pedagogía Social y el Psicoanálisis tan necesario para saber por qué y cómo educar

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