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Revitalize Your Corporate Culture

Arthur R. Pell



Revitalize Your Corporate Culture:

Revitalize Your Corporate Culture Franklin C. Ashby, Ph.D.,2012-08-21 Adapt or die this is the simple choice that business has always faced Here s a valuable guide to the how s what s when s and why s of that choice Revitalize Your Corporate Culture will help you to Diagnose your company s culture Understand the features of a positive corporate culture Design a strategy for an effective culture change Gain the full support of staff to implement a new positive culture Maintain the momentum after the new corporate culture plan is in place Shared values and unwritten rules your company s culture can profoundly enhance or destroy economic success This book supplies all the steps necessary to increase productivity make your organization more cost effective and help you change your organization into a more dynamic innovative and collaborative organization Whether you are a senior executive or a middle level manager this book gives you techniques that will motivate encourage and prepare your staff to meet the challenges of the 21st century

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How to Outthink, Outmaneuver, and Outperform Your Competitors Norton Paley,2018-10-08 Supplying you with a firm grasp of the roots of strategy How to Outthink Outmaneuver and Outperform Your Competitors Lessons from the Masters of Strategy explains how to develop the skills and strategies needed to compete in today s volatile marketplace It interweaves the classic works of the masters of strategy such as Sun Tzu Carl von Clausewitz Mao Tse tung Niccolo Machiavelli Frederick the Great Napoleon and other renowned strategists The collective insights of these legendary strategists span 2 500 of combative history and have survived meticulous analysis by scholars Applied to current competitive business conditions their time tested rules and guidelines will prepare you to deal with such issues as preventing competitors from disrupting your overall growth plans protecting yourself from a rival s take over strategies and strengthening long term customer relationships Whether you operate as a multinational firm maneuvering for position in a global arena or a regional business fighting an everyday battle for survival the foundational principles provided can reinforce your understanding and practice of strategy The book defines the historical origins of strategy and supplies timeless insight into how successful leaders have implemented comprehensive

strategy plans It also explains how to Maneuver out of risky competitive situations and into renewed market opportunities Establish a defensible position in a hotly contested market Apply competitive business techniques to outperform your rivals Align competitive strategies with your organization s culture Personalize a leadership style to maximize performance from your staff The book includes three special features Strategy Diagnostic Tool A structured system to help you assess your firm s competitiveness before committing valuable resources Appraising Internal and External Conditions A comprehensive checklist to analyze those key factors that can determine the success of your business plan Strategy Action Plan A tested format that includes step by step guidelines to develop a personalized business plan The lessons gleaned from military history and strategy can be indispensable in the everyday management of your people and resources By tapping into the universal logic and historic lessons of strategy you will fortify your ability to think like a master strategist and add greater precision to your decision making thereby allowing you to outthink outmaneuver and outperform your competition

Organization Development for Facility Managers Stormy Friday, 2003 Organization development is not just a murky high end concept for staff in human resources In reality it s a set of powerful tools for building and strengthening any department including facilities management What s more there are certain characteristics that are common to successful and effective FM organizations Now the well known consultant Stormy Friday has devised an original easy to follow blueprint for applying the best ideas in organization development OD specifically to the FM arena Put it to use and you ll increase your department s performance morale and sustainability while equipping you and your staff with the skills and knowledge to make FM a strategic player in fulfilling your company s long term goals This clearly written book is organized around seven crucial DNA links or building blocks for designing and developing a high performance department Within each link the author outlines a set of OD skills for you to develop and apply as well as practical tools and techniques and revealing case studies of OD at work in an FM environment Dow Corning Corporation Adaptec Applied Physics Laboratory and more The DNA links are 1 Leadership FM managers often overlook the impact of their leadership on an FM organization This book helps you focus on the skills you need to create a fully engaged workforce where risk taking innovation and strategic thinking are everyday occurrences 2 Individuals Without people you don t have an FM department and you need to know how individuals think what motivates them and how to use that knowledge to positively influence their behavior You ll find valuable insights into what makes people tick inside 3 Groups How do you distribute work to individuals or groups This book shows you how to make the best decision based on an informed understanding of individual versus group behavior and whether or not group process will effectively accomplish your organization s goals 4 Culture Corporate culture profoundly influences the development of an FM department and is typically the cement that holds the enterprise together Learn about the components of culture and how to conscientiously change that culture to build a stronger department 5 Visioning and Strategic Planning Most FM departments are too focused on their hectic day to day activities to engage in visioning and

strategic planning But stepping back and devising a practical FM action plan will actually reduce the daily frenzy Find out how to do it inside 6 Structure Organization structure is a critical DNA linkage Figuring out the best possible structure for your department is a difficult but essential skill To simplify the task the author supplies step by step guidelines for choosing the most appropriate structure and the right mix of staff and skills 7 Future FM organizations need to pay close attention to business trends and activities that could impact their company and department in the future Learn about the skills necessary to predict changes and challenges that might soon affect your profession Filled with how to instructions up to the minute research and a broad historical perspective Organization Development for Facility Managers is an important contribution to the field and an essential guide for FM professionals

The Digital Transformation of Logistics Mac Sullivan, Johannes Kern, 2021-04-06 The digital transformation is in full swing and fundamentally changes how we live work and communicate with each other From retail to finance many industries see an inflow of new technologies disruption through innovative platform business models and employees struggling to cope with the significant shifts occurring This Fourth Industrial Revolution is predicted to also transform Logistics and Supply Chain Management with delivery systems becoming automated smart networks created everywhere and data being collected and analyzed universally The Digital Transformation of Logistics Demystifying Impacts of the Fourth Industrial Revolution provides a holistic overview of this vital subject clouded by buzz hype and misinformation The book is divided into three themed sections Technologies such as self driving cars or virtual reality are not only electrifying science fiction lovers anymore but are also increasingly presented as cure all remedies to supply chain challenges In The Digital Transformation of Logistics Demystifying Impacts of the Fourth Industrial Revolution the authors peel back the layers of excitement that have grown around new technologies such as the Internet of Things IoT 3D printing Robotic Process Automation RPA Blockchain or Cloud computing and show use cases that give a glimpse about the fascinating future we can expect Platforms that allow businesses to centrally acquire and manage their logistics services disrupt an industry that has been relationship based for centuries The authors discuss smart contracts which are one of the most exciting applications of Blockchain Software as a Service SaaS offerings for freight procurement where numerous data sources can be integrated and decision making processes automated and marine terminal operating systems as an integral node for shipments In The Digital Transformation of Logistics Demystifying Impacts of the Fourth Industrial Revolution insights are shared into the cold chain industry where companies respond to increasing quality demands and how European governments are innovatively responding to challenges of cross border eCommerce People are a vital element of the digital transformation and must be on board to drive change The Digital Transformation of Logistics Demystifying Impacts of the Fourth Industrial Revolution explains how executives can create sustainable impact and how competencies can be managed in the digital age especially for sales executives who require urgent upskilling to remain relevant Best practices are shared for organizational culture change drawing on studies among senior leaders from the US

Singapore Thailand and Australia and for managing strategic alliances with logistics service providers to offset risks and create cross functional cross company transparency The Digital Transformation of Logistics Demystifying Impacts of the Fourth Industrial Revolution provides realistic insights a ready to use knowledge base and a working vocabulary about current activities and emerging trends of the Logistics industry Intended readers are supply chain professionals working for manufacturing trading and freight forwarding companies as well as students and all interested parties

New Spirits of Capitalism? Paul Du Gay, Glenn Morgan, 2014 This edited book brings together leading scholars from a range of disciplinary fields such as Sociology Management and Organization Studies and Geography to explore the nature and effects of contemporary capitalism through engaging with Boltanski and Chiapello's seminal text *The New Spirit of Capitalism* It provides a comprehensive overview and interrogation of the text and develops new insights into contemporary neo liberal or financialized capitalism

Authority and Autonomy Susanne Ekman, 2012-09-18 Offers a detailed and entertaining analysis of the daily interactions between managers and employees in creative knowledge intensive organizations Based on vivid examples the book shows how both managers and employees entertain contradictory understandings of their mutual commitment

Organizational Behaviour Daniel King, Scott Lawley, 2013-03-14 A fully integrated fictional running case study that puts abstract theory into a familiar setting Over 100 real life case studies covering topics as diverse as initiation rituals in teams the UK riots and women in boardrooms

New Age Management: Philosophy from Ancient India V. Srinivasan, 2006-10-01 Though management as a practice is very old as a subject it has evolved in a big way only in the last fifty years Today there are a number of management gurus who have extensively studied this subject and evolved a number of theories relating to it However we do not find many ancient books that have codified thoughts pertaining to management The Thirukural is an exception despite being two thousand years old Considered the Tamil Veda the Thirukural is a treatise on the art of living Its eternal and universal appeal lies in its secular character clarity of thought depth of understanding and penetrating insights into the fundamentals of human thought and behaviour In this book the author gives examples from his varied global experiences and explains how he has drawn inspiration from the Thirukural to deal with everyday business situations In what is a fascinating analysis the author also shows how the thoughts of contemporary management gurus compare with the timeless wisdom contained in the Thirukural The book is an indispensable guide for managers corporate executives entrepreneurs students of management and those who aspire to be leaders

The Complete Idiot's Guide to Team Building Arthur R. Pell, 2003-02-05 The Complete Idiot's Guide to Team Building shows first time managers and employees how to work together as a smooth well oiled machine The book shows how to Avoid and manage conflict Inspire creativity Coax employees to help team members who aren't performing Get everyone to pitch in Gain unprecedented results and make the team enjoy going to work

The Complete Idiot's Guide To Managing People, 3e Arthur Pell, 2012-09-14 Tap the talent and get the most from your team The solution to every new manager's problems this fully updated and revised

guide shows how to get the most and the best from one's staff and covers leadership team management delegation reward discipline systems and more New to this edition updated information on working with employees on goal and career management downsizing and laying off employees sexual harassment and EOE interviewing techniques and more Updated and revised with updates on layoffs sexual harassment interviewing and more Pell is an expert in his field with 50 years in HR and teaching experience *The Leader's Companion: Insights on Leadership Through the Ages* J. Thomas

Wren, 2013-07-30 This book serves as a guided introduction to the richly diverse perspectives on leadership throughout the ages and throughout the world Each of the selections introduced by the editor presents enlightening thoughts on a different aspect of leadership Writings by Plato Aristotle Lao tzu and others demonstrate that the challenges of leadership are as old as civilization Machiavelli Tolstoy Ghandi and W E B Du Bois provide a wide range of insights into the eternal practice and problems of leadership Modern masters of leadership such as James MacGregor Burns John Kotter and Warren Bennis join such leading practitioners as Max De Pree and Roger B Smith in discussing contemporary issues in leadership theory and practice The Inspiration Factor Terry Barber, Pat Springle, 2010 For managers and executives who are watching their employees struggle there is a simple solution that can turn a workplace around in just 12 weeks and grow the bottom line This book shows businesspeople how to inspire not just motivate others by tapping into their dreams and tying them to corporate goals Along the way those inspiring organisations make more money have better employee retention and earn greater customer loyalty than their competitors do Being authentic seeing others abilities connecting with other people's dreams and earning trust through credibility are some of the tenets of author Terry Barber's programme To underscore the seven principles of inspiration he outlines he offers real life applications throughout the book based on his almost thirty years of experience And to help leaders nail the art and science of identifying and applying their unique abilities to inspire others he provides thought provoking questions and concrete exercises that can be implemented the very day they open the book For leaders who question whether they and their teams are valuing the right things focusing on the right priorities and building a supportive environment this book offers confidence personal fulfilment and a more productive happier workforce

Engaging the Workforce Nicos Rossides, 2022-08-11 Grounded in 25 years of research and practical experience this book shows how to create engaging work environments and practices that harness employees energy and talents toward achieving organizational goals while enhancing workers motivation and well being Creating and sustaining high functioning work environments lies at the core of management practice and employee engagement is a key element in shaping these workplaces and a significant challenge for business leaders Academic researchers and practitioners have tackled the topic but a chasm exists between these perspectives academics tend to emphasize theory over problem solving while practitioners tend to rely on formulaic approaches and experience rather than empirically tested theoretical frameworks Thought leader accomplished CEO and organizational development consultant Nicos Rossides bridges this gap exploring the complexity and

fragmented nature of the academic literature and offering insight into practitioner approaches used by research and consulting organizations He also presents his own conceptual framework that he has built over the years and is meant to be customized to specific organizational contexts This insightful book will be of great interest to CEOs board members and line managers across industries as well as HR OD practitioners and students especially those who wish to learn how to apply time tested intervention strategies to the workforce engagement challenge The Complete Idiot's Guide to Human Resource Management Arthur R. Pell,2001 You re no idiot of course You know that your employees are essential to your company s success But when it comes to training motivating hiring and firing them you feel like a few of the many hats you wear don t fit as well as they should Don t outsource your HR function just yet The Complete Idiot s Guide to Human Resource Management will simplify everything you need to know about the people business In this Complete Idiot s Guide you learn How to locate hire and retain the most qualified people for positions What you need to know about the law and regulations to avoid costly legal battles How to organize and administer an effective compensation and benefits plan Training tools and techniques to boost employee motivation and performance **The Detachment Paradox** Anthony Zolezzi,2004

Creating Healthy Organizations Graham Lowe,2020-04-02 How can you future proof your organization by making it humanly sustainable *Creating Healthy Organizations* answers this question showing how to forge stronger links between employee well being and the future success of any organization The book makes a compelling case for resilient and humanly sustainable businesses by focusing on improving employees well being Employee stress burnout work life conflict and disengagement remain significant workplace problems Yet there are important signs of progress The healthy organization concept has begun moving into the mainstream of corporate wellness Scholarly research has advanced beyond making a business case for workplace health promotion to showing how successful interventions are based on a culture of health and closer ties with occupational health and safety More companies are addressing mental health issues striving to make workplaces psychologically healthy and safe Expanded environmental sustainability frameworks provide an opening for the more sustainable use of human resources As well extensive tools are now available in many countries to guide actions aimed at developing healthy safe and thriving workplaces These recent workplace trends and resources highlight the need for an updated concise integrated and practical analysis of the challenges of creating a healthier organization the hurdles that must be overcome along the way and the key success factors that can guide the improvement process *Creating Healthy Organizations* Revised and Expanded Edition fills this gap in knowledge and practice guiding those committed to making their organizations healthier **Work-Life Balance** Fiona Jones,Ronald J Burke,Mina Westman,2013-04-15 What are the effects of conflict between home and work Does work stress affect those who live with you In the rapidly changing modern work environment time pressures seem ever increasing and new technology allows work to be conducted any time and anywhere These are just two of the factors that make it more and more difficult for working men and women to integrate

work and home life Consequently there is a need for flexible and innovative solutions to manage the work home interface Work Life Balance A Psychological Perspective presents up to date information on work home issues including the latest research findings The book s emphasis is strongly psychological with a focus on practical solutions and includes chapters which deal with psychological issues such as the conflict between work and family how work stresses may affect partners and recovery from work It also includes sections on legal issues as well as examples of initiatives being implemented by leading employers Contributors are drawn from the leading researchers in their fields and reflect the international character of the current challenges facing employers and employees Its practical focus and innovative approach make this an essential book for managers HR professionals and organizational psychologists as well as students in these disciplines The theoretical basis and research focus mean the book will also be invaluable for researchers investigating workplace issues

Sleeping with Your Smartphone Leslie A. Perlow, 2012-05-01 Does it have to be this way Can t resist checking your smartphone or mobile device Sure all this connectivity keeps you in touch with your team and the office but at what cost In Sleeping with Your Smartphone Harvard Business School professor Leslie Perlow reveals how you can disconnect and become more productive in the process In fact she shows that you can devote more time to your personal life and accomplish more at work The good news is that this doesn t require a grand organizational makeover or buy in from the CEO All it takes is collaboration between you and your team working together and making small doable changes What started as an experiment with a six person team at The Boston Consulting Group one of the world s elite management consulting firms triggered a global initiative that eventually spanned more than nine hundred BCG teams in thirty countries across five continents These teams confronted their nonstop workweeks and changed the way they worked becoming more efficient and effective The result Employees were more satisfied with their work life balance and with their work in general And the firm was better able to recruit and retain employees Clients also benefited often in unexpected ways In this engaging book Perlow takes you inside BCG to witness the challenges and benefits of disconnecting She provides a step by step guide to introducing change on your team by establishing a collective goal encouraging open dialogue ensuring leadership support and then spreading change to the rest of your firm If you and your colleagues are grappling with the always on problem it s time to disconnect and start reading

Prevailing Relational Practices in Indian Arena Dr Mukta Rohatgi , 2021-02-26 The present book is a result of research conducted in the Indian corporate arena for the presence and effectiveness of Relational practices Further It also draws and analyses the relationship between Relational Practices Organisational Culture and Organisational Commitment It outlines the significance of Relational Practices through primary and secondary research on the subject

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