

Searching for a Corporate Savior

The Irrational Quest for Charismatic CEOs



Rakesh Khurana

Searching For A Corporate Savior The Irrational Quest For Charismatic Ceos

**Carolyn Dewar, Scott Keller, Vikram
Malhotra**



Searching For A Corporate Savior The Irrational Quest For Charismatic Ceos:

Searching for a Corporate Savior Rakesh Khurana, 2002 Corporate CEOs are headline news Stock prices rise and fall at word of their hiring and firing Yet we know surprisingly little about how CEOs are selected and dismissed or about their true power This text takes us into the often secretive world of the CEO selection process [Searching for a Corporate Savior](#) Rakesh Khurana, 2011 Corporate CEOs are headline news Stock prices rise and fall at word of their hiring and firing Business media debate their merits and defects as if individual leaders determined the health of the economy Yet we know surprisingly little about how CEOs are selected and dismissed or about their true power This is the first book to take us into the often secretive world of the CEO selection process Rakesh Khurana's findings are surprising and disturbing In recent years he shows corporations have increasingly sought CEOs who are above all else charismatic whose fame and force of personality impress analysts and the business media but whose experience and abilities are not necessarily right for companies specific needs The labor market for CEOs Khurana concludes is far less rational than we might think Khurana's findings are based on a study of the hiring and firing of CEOs at over 850 of America's largest companies and on extensive interviews with CEOs corporate board members and consultants at executive search firms Written with exceptional clarity and verve the book explains the basic mechanics of the selection process and how hiring priorities have changed with the rise of shareholder activism Khurana argues that the market for CEOs which we often assume runs on cool calculation and the impersonal forces of supply and demand is culturally determined and too frequently inefficient Its emphasis on charisma artificially limits the number of candidates considered giving them extraordinary leverage to demand high salaries and power It also raises expectations and increases the chance that a CEO will be fired for failing to meet shareholders hopes The result is corporate instability and too little attention to long term strategy The book is a major contribution to our understanding of corporate culture and the nature of markets and leadership in general *The Accountable Organization* John Marchica, 2004 This book lays out the strategies guidelines and tools to help anyone with the desire to influence change in organizations move from purpose to action *From Higher Aims to Hired Hands* Rakesh Khurana, 2010-03-22 Is management a profession Should it be Can it be This major work of social and intellectual history reveals how such questions have driven business education and shaped American management and society for more than a century The book is also a call for reform Rakesh Khurana shows that university based business schools were founded to train a professional class of managers in the mold of doctors and lawyers but have effectively retreated from that goal leaving a gaping moral hole at the center of business education and perhaps in management itself Khurana begins in the late nineteenth century when members of an emerging managerial elite seeking social status to match the wealth and power they had accrued began working with major universities to establish graduate business education programs paralleling those for medicine and law Constituting business as a profession however required codifying the knowledge relevant for practitioners and developing enforceable standards of

conduct Khurana drawing on a rich set of archival material from business schools foundations and academic associations traces how business educators confronted these challenges with varying strategies during the Progressive era and the Depression the postwar boom years and recent decades of freewheeling capitalism Today Khurana argues business schools have largely capitulated in the battle for professionalism and have become merely purveyors of a product the MBA with students treated as consumers Professional and moral ideals that once animated and inspired business schools have been conquered by a perspective that managers are merely agents of shareholders beholden only to the cause of share profits According to Khurana we should not thus be surprised at the rise of corporate malfeasance The time has come he concludes to rejuvenate intellectually and morally the training of our future business leaders *The New CEOs* Richard L. Zweigenhaft, G. William Domhoff, 2011-07-16 *The New CEOs* looks at the women and people of color leading Fortune 500 companies exploring the factors that have helped them achieve success and their impact on the business world and society more broadly As recently as fifteen years ago there had only been three women CEOs of Fortune 500 companies and no African Americans By now there have been more than 100 women African American Latino and Asian American CEOs of Fortune 500 companies Richard L Zweigenhaft and G William Domhoff look at these new CEOs closely Weaving compelling interview excerpts with new research the book traces how these new CEOs came to power questions whether they differ from white male Fortune 500 CEOs in meaningful ways asks whether the companies that hired them differ from other companies and discusses what we can learn about power in America from the emergence of these new CEOs As Americans continue to debate corporate compensation glass ceilings and colorblind relationships *The New CEOs* shares information critical to understanding our current situation and looks toward the future in our increasingly globalized world The paperback edition of *The New CEOs* features a new Introduction and an updated comprehensive list of new CEOs to date

Selectors John E. Jayne, C. Ambrose Rogers, 2002-08-11 Though the search for good selectors dates back to the early twentieth century selectors play an increasingly important role in current research This book is the first to assemble the scattered literature into a coherent and elegant presentation of what is known and proven about selectors and what remains to be found The authors focus on selection theorems that are related to the axiom of choice particularly selectors of small Borel or Baire classes After examining some of the relevant work of Michael and Kuratowski Ryll Nardzewski and presenting background material the text constructs selectors obtained as limits of functions that are constant on the sets of certain partitions of metric spaces These include selection theorems for maximal monotone maps for the subdifferential of a continuous convex function and for some geometrically defined maps namely attainment and nearest point maps Assuming only a basic background in analysis and topology this book is ideal for graduate students and researchers who wish to expand their general knowledge of selectors as well as for those who seek the latest results **Constructing Crisis** Bert Spector, 2019-09-05 Crises aren't real objective events Instead Spector demonstrates they are claims of urgency imposed by

leaders to assert power and exert control Modern Corporate Governance Strategies for Sustainable Value Creation Ed-Dafali, Slimane,Özsungur, Fahri,Mohiuddin, Muhammad,2024-11-29 The corporate governance landscape is evolving rapidly With the business world growing more interconnected organizations are grappling with a multitude of fresh challenges that directly influence their governance practices Ethical considerations diversity imperatives and the necessity to address social responsibilities and environmental concerns are introducing levels of complexity for corporate management Modern Corporate Governance Strategies for Sustainable Value Creation responds to the demand for a new paradigm in corporate governance reflecting the challenges posed by the era of new organizational and managerial dynamics outlined in the Sustainable Development Goals SDGs Responding to these challenges a new approach is evolving in the area of corporate governance one that puts the emphasis on creating sustainable value Coving topics such as corporate social responsibility firm performance and tourist satisfaction this book is an excellent resource for scholars researchers practitioners policymakers graduate and postgraduate students and more **The Millionaire Code** Paul B. Farrell,2004-04-02 Praise for THE MILLIONAIRE CODE A wonderfully worthy book especially in an era when the wrongkind of capitalism has been in the driver s seat The MillionaireCode is about something far more noble than money the joy of livingyour life to the fullest simply by finding what it is you love todo and then doing it Hats off to Paul Farrell for picking upwhere William Shakespeare left off This above all to thine ownself be true John C Bogle Founder and former CEO The Vanguard Group To make your savings grow you need to know three things the waythe markets work the way market history works and the way youwork Let Paul Farrell take you on an enlightening enjoyable andprofitable journey to the inner self of the successfulinvestor William J Bernstein PhD MD author of The Four Pillars of Investing Lessons for Building aWinning Portfolio and The Intelligent Asset Allocator Combining personality theory solid investment advice and Zenphilosophy Paul Farrell demonstrates concretely how necessary itis to combine your personality and investing styles in order tocreate meaningful wealth If you want to learn what it takes todevelop your own unique investment strategy the only kind likely tosuccceed this is the book to get Dr Richard Geist Clinical Instructor Department of Psychiatry Psychology Harvard Medical School An important work Leave it to Paul Farrell to provide a trulyunique insight into the minds of millionaire investors I have beenimpressed with Paul Farrell s work for many years His latest book The Millionaire Code provides an important contribution to theworld of investing Truly unique insights Charles Carlson author Eight taps to even Figures The Investment Strategies ofEveryday Millionaires and How You Can Become Wealthy Too It s often said that if you don t know who you are Wall Street isan expensive place to find out By helping you understand moreabout yourself this book will help you become a more successfulinvestor Ric Edelman Chairman Edelman Financial Services author of Ordinary People Extraordinary Wealth and Discover the Wealth Within You Restoring Trust in American Business Jay William Lorsch,Leslie Berlowitz,Andy Zelleke,2005 Perspectives on the breakdown of values in corporate America and recommendations for enhancing the professionalism of corporate directors

auditors lawyers and other gatekeepers Corporate Governance in the US and Global Settings Kose John, Anil K. Makhija, Stephen P. Ferris, 2014-11-20 Volume 17 of Advances in Financial Economics entitled Corporate Governance in the US and Global Settings will provide further insights into corporate governance in the US global economic and financial environment by publishing international within country and cross country comparative studies **Business at a Crossroads** Tom Lloyd, 2009-10-22 Recent events suggest liberal capitalism harbours two dangerous seeds of self destruction growing inequality and a tendency for markets to spiral out of control This book advocates the restoration to an earlier state of another sub system of liberal capitalism some of the features of which lie at the heart of liberal capitalism s malaise The Business of Leadership: An Introduction Karen Dill Bowerman, Montgomery Van Wart, 2014-12-18 Specifically tailored to business students this undergraduate textbook features a how to approach and is filled with with current lively examples and well crafted learning tools It takes readers from the kind of leadership they can exhibit in supervisory roles to the visionary leadership they must exhibit in management and executive roles Management Ethics and Talmudic Dialectics Nathan Lee Kaplan, 2014-07-08 Nathan Lee Kaplan develops a talmudic perspective on management ethics By analyzing the central ethical dilemmas of corporate managers in light of applicable traditions from the Oral Torah this book offers a critical bridge between the contemporary business corporation and rabbinic Judaism s foundational tradition The issues studied thereby include organizational culture fraud and corruption whistle blowing investor and employment relations executive compensation corporate social responsibility and environmental sustainability *Corporate Governance* Robert A. G. Monks, Nell Minow, 2008-03-07 The new edition of this successful text offers an indispensable guide to the key concepts of corporate governance every student and business professional should know It includes more exercises and student questions penetrating analysis of the latest examples of corporate failure and controversy and the lively cases in point which have characterized previous editions Features 16 case studies of corporations in crisis including General Motors American Express Time Warner IBM and Premier Oil Contains an invaluable web link to The Corporate Library the leading independent research firm dedicated to corporate governance Includes an Appendix with an overview of CG Guidelines and Codes of Best Practice in Emerging Markets **Real Leaders Negotiate!** Jeswald W. Salacuse, 2017-07-11 This book examines the central role of negotiation in gaining exercising and retaining leadership within organizations large and small public and private Its aim is to instruct readers on the way to use negotiation to lead effectively For far too long conventional wisdom has proposed that strong leaders refuse to negotiate viewing negotiation as a sign of weakness Leading people requires charisma vision and a commanding presence not the tricks for making deals For many executives negotiation is a tool to use outside the organization to deal with customers suppliers and creditors Inside the organization it s strictly my way or the highway Salacuse explains that leaders can increase their effectiveness by using negotiation in each of the three phases of the leadership lifecycle 1 leadership attainment 2 leadership action and 3 leadership preservation and loss Drawing

on experience in wide variety of settings including the author's own leadership positions the book will examine high profile leadership cases such as the rise and fall of Carly Fiorina at Hewlett Packard the skillful negotiations by Warren Buffet to save Salomon Brothers from extinction and the successful efforts by the partners at Goldman Sachs to negotiate a new vision and direction for that financial giant Leaders and managers should pick up this book to learn how effective negotiation is essential to both gaining and exercising leadership and to overcoming threats to a leader's position **Leadership and Governance from the Inside Out** Robert Gandossy, Jeffrey Sonnenfeld, 2004-11-11 At last there's a business leadership book that really tackles the tough issues of integrity and governance Taking a unique approach to leadership this book gathers the path breaking perspectives of influential shareholder activists opinion leading CEOs of major firms trailblazing distinguished academics and courageous regulators The all star roster of contributors from the corporate world and academia includes Vanguard's John Bogle former SEC Chairman Arthur Levitt and Harvard Business School's Rosabeth Moss Kanter Sherron Watkins Enron whistleblower and Time Person of the Year shares an inside look at Enron and Barbara Ley Toffler former head of Arthur Andersen's Ethics Practice paints a picture of Anderson Consulting before their fall

Choosing Leaders and Choosing to Lead Douglas Board, 2016-05-23 Some of the worst selection practices to be found anywhere can be found at the top of organisations Even when senior selection is not egregiously bad rarely is it as good as it could be Front line staff and middle managers are selected with much more rigour today than 30 years ago but not the chairmen chief executives and chief officers who lead them So says Douglas Board in Choosing Leaders and Choosing to Lead Dr Board draws on his extensive experience in executive search and in leadership coupled with his own academic research embracing the sociology and psychology of scholars such as Pierre Bourdieu and Karl Weick to offer ground breaking insight into the value and limitations of established selection practice This book illuminates ways in which senior roles differ from other positions and will help those charged with selecting individuals for senior positions as well as potential candidates those concerned with regulating selection policy and researchers Examining the classic mix of competency frameworks and selection tools such as psychological and skills assessments simulations reference checking and interviews the author concludes that senior selection choices are holding back organisations and individual careers with implications for diversity effectiveness and social justice He contends that while complacent self regarding elites will always need vigilant challenge the scientific approach to selection has weaknesses as well as strengths Those weaknesses become more pronounced at senior levels posing particular questions about amongst other things the role of intuition and politics **The Oxford Handbook of Corporate Reputation** Michael L. Barnett, Timothy G. Pollock, 2012-07-19 What does it mean to have a good or bad reputation How does it create or destroy value or shape chances to pursue particular opportunities Where do reputations come from How do we measure them How do we build and manage them Over the last twenty years the answers to these questions have become increasingly important and increasingly problematic for scholars and practitioners seeking to

understand the creation management and role of reputation in corporate life This Handbook intends to bring definitional clarity to these issues giving an account of extant research and theory and offering guidance about where scholarship on corporate reputation might most profitably head Eminent scholars from a variety of disciplines such as management sociology economics finance history marketing and psychology have contributed chapters to provide state of the art definitions of corporate reputation differentiate reputation from other constructs and intangible assets offer guidance on measuring reputation consider the role of reputation as a corporate asset and how a variety of factors including stage of life nation of origin and the stakeholders considered affect its ability to create value and explore corporate reputation s role more broadly as a regulatory mechanism Finally they also discuss how to manage and grow reputations as well as repair them when they are damaged In discussing these issues this Handbook aims to move the field of corporate reputation research forward by demonstrating where the field is now addressing some of the perpetual problems of definition and differentiation and suggesting future research directions

CEO Excellence Carolyn Dewar, Scott Keller, Vikram Malhotra, 2022-03-15
New York Times Bestseller Wall Street Journal Bestseller From McKinsey Company the world s most influential management consulting firm comes CEO Excellence an insight packed leadership book that reveals how the best CEOs think and act based on interviews with elite leaders from Netflix JPMorgan Chase General Motors Sony and more Being a CEO at a major company is one of the toughest executive roles Fortune 500 CEOs often face massive stakes yet many fail early 30% don t last three years and 40% are deemed ineffective within eighteen months What separates successful CEOs from the rest The authors began with over 2 400 public company CEOs narrowed to an elite sixty seven who participated in multi hour interviews Among them Jamie Dimon JPMorgan Chase Satya Nadella Microsoft Reed Hastings Netflix Kazuo Hirai Sony Ken Chenault American Express Mary Barra GM Peter Brabeck Letmathe Nestl and others offering rich insight into CEO best practices leadership strategy and business execution Their candid conversations and McKinsey s data reveal how the top CEOs use core mindsets and signature practices across strategy culture talent stakeholder engagement board relations and personal effectiveness to deliver extraordinary results Practical unprecedented in scope and essential for leaders at every level CEO Excellence is a management manual grounded in real world CEO experience and leadership innovation

Unveiling the Energy of Verbal Artistry: An Psychological Sojourn through **Searching For A Corporate Savior The Irrational Quest For Charismatic Ceos**

In some sort of inundated with displays and the cacophony of immediate transmission, the profound power and psychological resonance of verbal art often fade in to obscurity, eclipsed by the continuous assault of sound and distractions. Yet, set within the musical pages of **Searching For A Corporate Savior The Irrational Quest For Charismatic Ceos**, a fascinating function of literary splendor that pulses with organic feelings, lies an memorable trip waiting to be embarked upon. Penned by way of a virtuoso wordsmith, this mesmerizing opus manuals visitors on a mental odyssey, softly revealing the latent potential and profound impact stuck within the intricate internet of language. Within the heart-wrenching expanse of this evocative evaluation, we will embark upon an introspective exploration of the book is central subjects, dissect their fascinating publishing design, and immerse ourselves in the indelible effect it leaves upon the depths of readers souls.

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