

OPEN-BOOK MANAGEMENT

THE COMING BUSINESS REVOLUTION

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have captured some sort of lightning in a bottle."
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JOHN CASE

Openbook Management The Coming Business Revolution

John Logue, Jacquelyn Yates



Openbook Management The Coming Business Revolution:

Open-book Management John Case, 1995 *Open-Book Management* John Case, 1996-04-12 Read even the first chapter of this extraordinary book and you'll find yourself cheering screaming jumping up and down with excitement The companies described in this book are decades ahead of the reengineers and you don't need to be a Bill Gates or a Jack Welch to put their ideas into practice today George Gendron editor in chief Inc Companies that practice open book management seem to have captured some sort of lightning in a bottle Chris Lee Training This book should be required reading in corporate America Chicago Tribune If you want to give your preconceived notions a good kick in the you know where give Case the opportunity to articulate the merits of open book management Entrepreneur Open book management is not so much a technique as a way of thinking a process that actively involves employees in the financial life of the company Numerous companies have already found that employees who are informed and aware of the company's financial situation are motivated to seek solutions to problems and assume a greater degree of responsibility for its performance John Case begins by examining the current competitive climate and the history of established management techniques He shows how the traditional treatment of workers as hired hands with little involvement or responsibility beyond their own area is no longer effective in today's ever more competitive global environment Case clearly and carefully explains the principles of open book management timely sharing of crucial financial information with employees educating the employees to understand and apply the information empowering employees to apply the information to their own work and offering employees a stake in the successful implementation of their ideas Open book management will take different forms at every company Case notes but he offers a wide range of suggestions and guidelines for implementing these principles He concludes with a series of in depth case studies featuring companies of various sizes and financial situations that have successfully implemented open book management Open Book Management is the indispensable guide to teaching employees how to think and act like owners *Understanding Employee Engagement* Zinta S. Byrne, 2022-02-25 Understanding Employee Engagement is a comprehensive source for the science and practice of employee engagement This book provides a rigorous and objective review of scholarship and empirical research on engagement from around the world Grounded in theory and empirical research this book debates the definitions of engagement provides a thorough evaluation of empirical findings in the engagement field including a focus on international findings and offers practice implications for organizations The book is broad with references and research across disciplines and countries as well as new sections addressing current challenges such as virtual engagement engaging the aging workforce and perspectives on diversity and inclusion Employers can learn how to foster an engaged organization practitioners can learn how to measure identify and implement evidence based solutions to disengagement and researchers can master the existing engagement literature and begin to study the many propositions and new models the author proposes throughout the book This book is an essential read for scholars researchers

practitioners and business leaders alike for understanding how to measure identify and implement evidence based solutions to foster employee engagement Ethics and Governance Timothy L. Fort,2001-07-19 This book argues that ethical business behavior can be enhanced by taking fuller account of human nature particularly with respect to the need for creating relatively small communities within the corporation Timothy Fort discusses this premise in relation to the three predominant theories of business ethics stakeholder virtue and contract Drawing heavily from philosophy he analyzes traditional business ethics and legal theory Overall his work provides a good example of how to integrate normative and empirical studies in business ethics a task that often receives substantial discussion in academic journals *Humanistic Governance in Democratic Organizations* Sonja Novković,Karen Miner,Cian McMahon,2023-02-02 This open access edited book brings together a number of theories under the umbrella of humanistic governance to develop a persuasive alternative perspective on governance particularly for democratic organisations such as co operatives It examines how we can move beyond a profit first approach to governance into a framework that prioritises human dignity in all aspects of an operation This book also discusses key issues for different types of cooperatives and how these might be addressed And finally it addresses how cooperatives can better cope with dynamic change processes This book will be of interest for academics working in the areas of stakeholder governance social solidarity economy ethical management and co operatives

Managing Social and Ethical Issues in Organizations Stephen W. Gilliland,Dirk D. Steiner,Daniel P. Skarlicki,2007-02-01 This volume provides up to date reviews of the research on a number of social and ethical issues of increasing concern confronting today s managers and organizations The authors who are recognized international experts on the topics they treat provide new theories and innovative perspectives on these issues Further they use a research base to identify ways for managers and human resources professionals to address these issues in their organizations Given its breadth of coverage practitioners faced with these issues as well as researchers and graduate students in management and organizational psychology should find this volume of interest This collection of ten chapters provides the cutting edge on a number of the most pressing challenges in management today Readers of the volume will discover new models innovative theoretical approaches comprehensive reviews theoretical and methodological critiques and specific and insightful suggestions for research on these different social and ethical issues facing organizations Perhaps more importantly the practical suggestions that come from the research provide a useful bridge between what we know and what we can do to address these challenges and thus contribute even in a small way to workplaces that respect ethics and individuals in all their diversity Workplace Well-being Arla Day,E. Kevin Kelloway,Joseph J. Hurrell, Jr.,2014-06-23 Workplace Wellbeing is a complete guide to understanding and implementing the principles of a psychologically healthy workplace for psychologists and other practitioners Grounded in the latest theory and research yet filled with plenty of case studies and proven techniques Introduces the core components of psychologically healthy workplaces including health and safety leadership employee

involvement development recognition work life balance culture and communication Addresses important issues such as the role of unions the importance of leadership healthy workplaces in small businesses respectful workplace cultures and corporate social responsibility Discusses factors that influence the physical safety of employees as well as their physical and psychological health Brings together stellar scholars from around the world including the US Canada Europe Israel and Australia

Human Resource Development in Small Organisations Jim Stewart, Graham Beaver, 2003-12-18 In its description and analysis of the current context of research and practice of HRD in small organizations this collection of essays provides a comprehensive and critical evaluation of current approaches This evaluation leads to an exploration of a number and range of HRD methods as they are applied in the small organization context and provide

Leading Museums Today Martha Morris, 2018-04-05 In *Leading Museums Today Theory and Practice* readers learn about leadership theory in both for profit and nonprofit worlds and how to effectively master the role of both leader and follower Literature from business and nonprofit management as well as the insights of current thought leaders provide lessons for the reader The book explores the reality of change in the workplace the standards and best practices of businesses and museums and innovative approaches to creating a nimble and responsive organization Topics covered include Organizational structure team based work and new business models are detailed Working as a leader at the middle of the organization and ways to be successful in leading up are described Leadership training and how individuals can be continual learners Case studies and profiles cover the work of university museums children's museums historic sites history art and multi disciplinary museums Each of the case studies provides personal perspectives of leadership qualities career progression and highlights of the transformative work at their museum

Knowledge-Driven Work Joel Cutcher-Gershenfeld, Michio Nitta, Betty J. Barrett, Nejib Belhedi, Simon Sai-Chung Chow, Takashi Inaba, Iwao Ishino, Wen-Jeng Lin, Michael Moore, 1998-09-10 *Knowledge Driven Work* is a pioneering study of the cross cultural diffusion of ideas about the organization of work These ideas linked with the knowledge of the workforce are rapidly becoming the primary source of competitive advantage in the world economy The book provides an in depth look at eight Japanese affiliated manufacturing facilities operating in the United States combined with examinations of their sister facilities in Japan The authors offer their insights into the complex process by which elements of work systems in one country interact with those in another They trace the flow of ideas from Japan to the US and other nations and the beginnings of a reverse diffusion of innovation back to Japan The authors organize their findings into six categories the cross cultural diffusion of work practices team based work systems kaizen and employee involvement employment security human resource management and labor management relations Their study of team based work systems yields a taxonomy of teams and reveals some conflicts between the desire for self management and the existence of interdependencies Investigations into kaizen ongoing incremental improvement indicate that its emphasis on employee driven systematic problem solving makes it a strong counterpoint to the idea of top down re engineering Looking at employment security the authors note that while

most US managers believe that it restrains managerial flexibility managers at the firms they observed see it as essential to the flexibility associated with teamwork and kaizen The study of human resource management practices suggests competitive advantages in diverse older unionized and urban work forces and emphasizes the importance of wide ranging training programs in a work system premised on a long term perspective The wildcard in the work places observed is labor management relations the area in which Japanese managers have been least likely to import their ideas The authors report on several situations in which existing labor management structures remained untouched with mixed results greater labor management consultation for example but also increased ambiguity of roles The thread running through all of these areas of work is virtual knowledge an ephemeral form of knowledge derived from a particular combination of people focused on a given issue The authors point out that this powerful form of knowledge is only effectively harnessed in environments that are free of fear that have established procedures for collective problem solving and that have some stability in group composition They claim that too often companies allow virtual knowledge to dissipate squandering opportunities to create more competitive workplaces For those organizations that have succeeded in anticipating and channeling it however virtual knowledge leads to a knowledge driven workplace and continuous improvement

Governance in the Twenty-First-Century University: Approaches to Effective Leadership and Strategic Management Dennis John Gayle, Bhoendradatt Tewarie, A. Quinton White, Jr., 2011-09-28 Explores approaches to effective leadership and strategic management in the twenty first century university that recognize and respond to the perceptions and attitudes of university leaders toward institutional structures It examines the differences between treating universities as businesses and managing universities in a businesslike manner what kinds of leadership will best address challenges and how to gain consensus among constituents that change is needed From historical background to modern e learning techniques we look at governance to find systems that are effectively structured to balance the needs of students educators administrators trustees and legislators

Sociology of Work Vicki Smith, 2013-05-16 The simple act of going to work every day is an integral part of all societies across the globe It is an ingrained social contract we all work to survive But it goes beyond physical survival Psychologists have equated losing a job with the trauma of divorce or a family death and enormous issues arise from financial panic to sinking self esteem Through work we build our self identity our lifestyle and our aspirations How did it come about that work dominates so many parts of our lives and our psyche This multi disciplinary encyclopedia covers curricular subjects that seek to address that question ranging from business and management to anthropology sociology social history psychology politics economics and health Features Benefits International and comparative coverage 335 signed entries A to Z fill 2 volumes in print and electronic formats Cross References and Suggestions for Further Readings guide readers to additional resources A Chronology provides students with historical perspective of the sociology of work In the electronic version the comprehensive Index combines with the Cross References and thematic Reader s Guide themes to provide robust search and browse

capabilities **Open-book Management** John Case,1995 A senior editor of Inc magazine explains the concept of open book management the powerful management tool that is revolutionizing American business describing how and why it works and illustrating how all companies can utilize it to realize higher profits magazine **Leading From the Inside Out** Virginia E. Bianco-Mathis,Lisa K. Nabors,Cynthia H. Roman,2002-04-15 This book defines one of the latest methods used by human resource managers and team leaders It looks at what coaching is and describes and illustrates the key steps in the coaching process including establishing the coaching relationship collecting and analyzing data and evaluating performance Focusing on the key aspects of coaching from the perspective of both the coach and the leader it contains worksheets and other hands on materials that the reader can use with others or for his or her own personal development This model focuses on four key aspects of coaching Coaching the Leader Within coaching a leader on the alignment of who and what he she is and wants to be Coaching the Leader with Others the leader in relationship with others Coaching the Leader with the Organization coaching the leader to lead change and transform the organization Coaching the Leader with the Community coaching the leader to leave an intentional legacy The International Encyclopedia of Organizational Communication, 4 Volume Set Craig Scott,Laurie Lewis,2017-03-06 The International Encyclopedia of Organizational Communication offers a comprehensive collection of entries contributed by international experts on the origin evolution and current state of knowledge of all facets of contemporary organizational communication Represents the definitive international reference resource on a topic of increasing relevance in a new series of sub disciplinary international encyclopedias Examines organization communication across a range of contexts including NGOs global corporations community cooperatives profit and non profit organizations formal and informal collectives virtual work and more Features topics ranging from leader follower communication negotiation and bargaining and organizational culture to the appropriation of communication technologies emergence of inter organizational networks and hidden forms of work and organization Offers an unprecedented level of authority and diverse perspectives with contributions from leading international experts in their associated fields Part of The Wiley Blackwell ICA International Encyclopedias of Communication series published in conjunction with the International Communication Association Online version available at Wiley Online Library Awarded 2017 Best Edited Book award by the Organizational Communication Division National Communication Association

Branded Customer Service Janelle Barlow,Paul Stewart,2006-09-14 Branding is an integral part of modern business strategy But while there are dozens of books on branding products and marketing campaigns nobody has applied the logic and techniques of branding to customer service until now Branded Customer Service is a practical guide to moving service delivery to a new level so that brand reinforcement occurs every time customers interact with organizational representatives Janelle Barlow and Paul Stewart show how to infuse an entire organization with brand values and create a recognizable style of service that reflects brand promises and brand images **The Real World of Employee Ownership** John

Logue, Jacquelyn Yates, 2018-09-05 Using data from an extensive study of employee owned companies in Ohio where employee ownership is a well developed trend this book offers a strong empirical portrait of firms with Employee Stock Ownership Plans ESOPs It describes how these plans work and places their emergence and change in a historical context John Logue and Jacquelyn Yates examine firms that have succeeded in employee ownership and those with failed plans Some companies they find are committed to the concept of employee ownership and others merely use ESOPs as a financing tool Detailed information resulting from multiple surveys allows the authors to draw well grounded conclusions regarding the question of why some employee owned firms outperform others The bottom line they find is that employee owned firms that do it all implementing features such as employee participation and communication about finances training and cultural change systematically outperform their conventional competitors They also have an advantage over firms that understand employee ownership incompletely if it all and yet claim to adopt its methods **Working With Humans** Laura

Crandall, 2023-10-17 Working With Humans explores and illuminates the essential but generally ignored management and communication tools needed to end the daily annoyances that make work harder than it needs to be Drawing from her three decades of workplace expertise Laura Crandall guides you through Building confidence in how you manage a team and manage yourself Navigating tricky conversations and improving your organizational culture Learning to communicate well and lead with the quality that most workplaces are lacking humanity With clarity practicality and humor Working With Humans inspires you to change patterns that cause frustration in the workplace and have a great time in the process

Organization Theory and Design Richard L. Daft, 1998 This volume presents contemporary concepts and models from organization theory with changing events in the real world of organizations as it aims to provide an up to date view of organizations **Pillars of Industrial Democracy** Dr. VR Katkhede, 2018-05-07 Pillars of Industrial Democracy explores the politico philosophic traditions of British Guild Socialism German Social Democracy European anarcho syndicalism and the Gandhian concept of Trusteeship which have endeavoured in thought and action to make the concept of industrial democracy It questions the assumptions in the industrial democracy that believe that the needs and aspirations of human beings are the reason for organized efforts in society The book reviews the history of organizational renewal worldwide and talks about the supportive and collegial models and the results it achieves Pillars of Industrial Democracy broadens its horizon and talks about both inner and outer democracy employee engagement and participation and raises the pertinent issue it is not about every employee voting but everyone having a vote

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