



THE NEW

GE

How  
Jack Welch  
Revived an  
American  
Institution

To Jack - Best,  
With love,  
RJR  
September 1992

# New Ge How Jack Welch Revived An American Institution

**Robert Slater**



## **New Ge How Jack Welch Revived An American Institution:**

**The New GE** Robert Slater,1993 Forbes magazine called General Electric the most powerful enterprise in American business CEO Jack Welch steered General Electric through America s stormy business climate of the 80s helping it to battle the ocean of economic and competitive challenges and surface to the top The New GE documents the incredible leadership of Welch and gives readers an inside look into GE and the bold leader responsible for General Electric s magic *Jack Welch & The G.E. Way: Management Insights and Leadership Secrets of the Legendary CEO* Robert Slater,1999 Behind the scenes with the legendary CEO Jack Welch s innovative leadership strategies revived a lagging GE transforming it into a powerhouse with a staggering 300 billion plus market capitalization In writing Jack Welch and the GE Way author Robert Slater was given unprecedented access to Welch and other prominent GE insiders What emerged is a brilliant portrait that tells you what makes Jack Welch tick Learn how to work the Welch magic on your own company as you find out how he dismantled the boundaries between management layers between engineers and marketers between GE and its customers to streamline the process of getting products and services to market Get details on Welch s far reaching Six Sigma quality initiative and discover how its principles and standards can save billions of dollars how and why he has made GE a truly global company and why you must think global as well and all the other Welch midas touch strategies you can put to work in your organization at every level *Encyclopedia of History of American Management* Morgen Witzel,2005-03-15 Containing more than 250 entries this unique and ambitious work traces the development of management thinking and major business culture in North America Entries range from 600 words to 2500 words and contain concise biographical detail a critical analysis of the thinkers doctrines and ideas and a bibliography including the subject s major works and a helpful listing of minor works

**The Man Who Broke Capitalism** David Gelles,2022-05-31 New York Times Bestseller New York Times reporter and Corner Office columnist David Gelles reveals legendary GE CEO Jack Welch to be the root of all that s wrong with capitalism today and offers advice on how we might right those wrongs In 1981 Jack Welch took over General Electric and quickly rose to fame as the first celebrity CEO He golfed with presidents mingled with movie stars and was idolized for growing GE into the most valuable company in the world But Welch s achievements didn t stem from some greater intelligence or business prowess Rather they were the result of a sustained effort to push GE s stock price ever higher often at the expense of workers consumers and innovation In this captivating revelatory book David Gelles argues that Welch single handedly ushered in a new cutthroat era of American capitalism that continues to this day Gelles chronicles Welch s campaign to vaporize hundreds of thousands of jobs in a bid to boost profits eviscerating the country s manufacturing base and destabilizing the middle class Welch s obsession with downsizing he eliminated 10% of employees every year fundamentally altered GE and inspired generations of imitators who have employed his strategies at other companies around the globe In his day Welch was corporate America s leading proponent of mergers and acquisitions using deals to gobble up

competitors and giving rise to an economy that is more concentrated and less dynamic And Welch pioneered the dark arts of financialization transforming GE from an admired industrial manufacturer into what was effectively an unregulated bank The finance business was hugely profitable in the short term and helped Welch keep GE's stock price ticking up But ultimately financialization undermined GE and dozens of other Fortune 500 companies Gelles shows how Welch's celebrated emphasis on increasing shareholder value by any means necessary layoffs outsourcing offshoring acquisitions and buybacks to name but a few tactics became the norm in American business generally He demonstrates how that approach has led to the greatest socioeconomic inequality since the Great Depression and harmed many of the very companies that have embraced it And he shows how a generation of Welch acolytes radically transformed companies like Boeing Home Depot Kraft Heinz and more Finally Gelles chronicles the change that is now afoot in corporate America highlighting companies and leaders who have abandoned Welchism and are proving that it is still possible to excel in the business world without destroying livelihoods gutting communities and spurning regulation

The Book of Management Wisdom Peter Krass, 2000-04-18

Michael Eisner Jack Welch Henry Ford Andrew Carnegie imagine that you could consult at will with the world's greatest business managers past and present whenever you were faced with a crucial management decision The Book of Management Wisdom lets you do just that This unique resource offers insight into how these and scores of other legendary business managers have triumphed over the conflicts challenges and dilemmas that come with the territory Never before have the deepest insights of such a large and diverse group of brilliant managers been collected into a single informative and inspiring volume The Book of Management Wisdom brings together the essays and speeches of more than fifty of the most successful business managers of all time and presents their ideas tips and management secrets in their own words Drawing on their personal experiences these world class managers offer a range of practical advice case studies humorous anecdotes and management philosophy You'll hear from Sam Walton on creating a corporate culture Lee Iacocca on his famous skip meetings and Michael Dell on his campaign of internal evangelism Klaus Luft details what American CEOs can learn from German management Harold Geneen describes the essential qualities of great managers and Thomas Watson weighs in on what growth and change have taught us These are just a few of the major figures who reveal fascinating details of their characters and personalities as they educate enlighten and entertain you with their often surprising views on the most compelling issues faced by managers in every corner of the business world For easy reference these essays and speeches are organized into eight categories each of which highlights a certain set of management tools and techniques and how to use them These include essential qualities of great managers productivity empowerment and conflict management hiring firing and day to day management the power of technology lessons from around the world evolution of the organization bashing bureaucracy and reengineering and transformation Each essay is preceded by a brief introduction that places it in historical perspective and offers interesting and insightful information about the author's life and career Highlighted passages call

your attention to each author's most pithy profound or quirky ideas Offering timeless wisdom and practical advice from the most successful business managers ever *The Book of Management Wisdom* is must reading for managers at every level from the junior executive cubicle to the presidential suite Praise for *The Book of Management Wisdom* This book is worth referring to time and again for enduring truths that transcend the turbulence of the business landscape Warren Bennis Distinguished Professor of Business Administration University of Southern California and coauthor *Co Leaders The Power of Great Partnerships* Pearls from *The Book of Management Wisdom* Dealing with conflicts lies at the heart of managing any business As a result confrontation facing issues about which there is disagreement can be avoided only at the manager's peril Andrew S Grove Never hire your friends I have made this mistake three times and had to fire all three They are no longer my friends David Ogilvy It's absolutely essential to let your people express themselves And that means letting them make mistakes You've got to allow them to walk into your office and say Boss I blew it That's called growing Lee Iacocca For us the issue wasn't whether people would waste time on the Internet but whether they would use the Internet enough Not to become completely familiar with a transformative business tool like the Internet is just foolish especially when it's an integral part of your company's strategy and competitive advantage Michael Dell A society which values MBAs lawyers and financial wizards over engineers and product planners is moving in the wrong direction Akio Morita

**Best Practice Cases in Branding** Kevin Lane Keller, 2008

*Inventing the Electronic Century* Alfred Dupont CHANDLER, Takashi Hikino, Andrew Von Nordenflycht, Alfred D Chandler, 2009-06-30 Consumer electronics and computers redefined life and work in the twentieth century In *Inventing the Electronic Century* Pulitzer Prize winning business historian Alfred D Chandler Jr traces their origins and worldwide development From electronics prime mover RCA in the 1920s to Sony and Matsushita's dramatic rise in the 1970s from IBM's dominance in computer technology in the 1950s to Microsoft's stunning example of the creation of competitive advantage this masterful analysis is essential reading for every manager and student of technology

*Jack Welch* Robert Heller, 2001 CEO of General Electric for 30 years Jack Welch was declared the greatest manager of the 20th century Focusing firmly on results he revolutionized management to achieve phenomenal growth for his company In this inspiring volume Robert Heller analyzes Jack Welch's core management strategies and presents a series of masterclasses that show how to put the business guru's theories into practice Discover how Welch eliminates bureaucracy and breaks down boundaries mobilizes and motivates his workforce exploits and embraces change establishes a new company culture and sets stretch targets for himself and others Supplying lessons from today's most celebrated and successful business thinkers the *Business Masterminds* series is perfect for people hoping to advance their careers make their own businesses grow and prosper or achieve personal goals In addition to providing overviews of each leader's most influential writings and speeches each title is packed with full color charts diagrams and photographs that graphically illustrate complex concepts

**Lobbying America** Benjamin C. Waterhouse, 2015-11-24 *Lobbying America* tells the story of the political mobilization of

American business in the 1970s and 1980s Benjamin Waterhouse traces the rise and ultimate fragmentation of a broad based effort to unify the business community and promote a fiscally conservative antiregulatory and market oriented policy agenda to Congress and the country at large Arguing that business s political involvement was historically distinctive during this period Waterhouse illustrates the changing power and goals of America s top corporate leaders Examining the rise of the Business Roundtable and the revitalization of older business associations such as the National Association of Manufacturers and the U S Chamber of Commerce Waterhouse takes readers inside the mind set of the powerful CEOs who responded to the crises of inflation recession and declining industrial productivity by organizing an effective and disciplined lobbying force By the mid 1970s that coalition transformed the economic power of the capitalist class into a broad reaching political movement with real policy consequences Ironically the cohesion that characterized organized business failed to survive the ascent of conservative politics during the 1980s and many of the coalition s top goals on regulatory and fiscal policies remained unfulfilled The industrial CEOs who fancied themselves the voice of business found themselves one voice among many vying for influence in an increasingly turbulent and unsettled economic landscape Complicating assumptions that wealthy business leaders naturally get their way in Washington Lobbying America shows how economic and political powers interact in the American democratic system [Encyclopedia of American Business History](#) Charles R. Geisst, Ambassador Charles a Gargano Professor of Finance Charles R Geisst, 2014-05-14 Presents an alphabetically arranged reference to the history of business and industry in the United States Includes selected primary source documents *At Any Cost* Thomas F. O'Boyle, 2011-01-12 O Boyle has researched and written a monumental book that should be mandatory reading for all CEOs and anyone concerned with business ethics The Philadelphia Inquirer Superb a spirited study of General Electric and of its sometimes brilliant sometimes bungling but always ruthless boss Jack Welch Chicago Sun Times With convincing passion and meticulous research Thomas F O Boyle explores the forces behind General Electric s rise to the top of Wall Street questioning if GE with chief executive officer Jack Welch at the helm is still bringing good things to life Welch explosive profit hungry and pragmatic catapulted GE s stocks to the top up 1 155 percent from 1982 to 1997 O Boyle argues that these astounding results have come only with the heavy price of employees lives blighted under the tyranny of Neutron Jack Welch so named for his bomb like ability to eliminate staff without disturbing surrounding operations During Welch s reign hard nosed success tactics unblinking downsizing ruthless acquisition negotiations and the virtual abandonment of manufacturing in favor of the more glamorous entertainment and financial services industries coexist with scandals like price fixing pollution and defense contract fraud Sure to spark controversy this gripping comprehensive account begs the greater question Is Jack Welch s GE a model company for business in the next century or is it time to change the way the world does business Smoothly written and thoroughly researched USA Today This book makes a valuable contribution to our understanding of corporate America Thomas F O Boyle persuades you that GE Jack Welch s GE brings bad things to life In

abundance Washington Monthly     *Business Week* ,1992     **High Performance Teams** Marc Hanlan,2004-10-30 A popular maxim states that the only constant in business today is change Whether the result of growth opportunities new competition technological advances or other internal and external factors every business enterprise must manage change Since the 1980s companies have experimented with a method for driving change High Performance Teams HPTs work teams that achieve a quantum leap in results in less than a year Drawing from over 25 years of experience with HPTs Marc Hanlan traces their history in a wide variety of industries analyzes the key factors that contribute to success or failure and offers a comprehensive guide to building and managing them successfully Featuring dozens of case examples and a detailed template for translating plans into action High Performance Teams shows you how to prepare the organization select team leaders and members set goals accelerate development times overcome obstacles and measure results Including an extensive bibliography and glossary of key terms and concepts High Performance Teams will become an indispensable resource for business executives and owners team leaders and members and facilitators trainers consultants and coaches For shareholders customers and students of organizational behavior High Performance Teams offers unique insight into the dynamics of breakthrough business performance     **American Corporate Economy** William Lazonick,2002 The readings collected in these four volumes examine the evolution operation and performance of the American corporate enterprise and the American corporate economy more generally Divided into seven sections many of the readings provide broad overviews of the evolution of the US corporate enterprise while others contribute to debates on its role in the evolution of American economy and society The material is arranged thematically to help the reader navigate the field There is also a new introduction and a thorough index making this set an invaluable resource for both academics and practitioners in the field

**Dark Sides of Business and Higher Education Management, Volume I** Agata Stachowicz-Stanusch,Gianluigi Mangia,2016-09-28 Contemporary management studies usually focus on positive and desirable solutions that increase the organizational effectiveness and performance As a result graduates of higher business schools are totally unaware of the risk associated with management misconduct that often results in corrupt scandals erosion of public trust to their organizations or even the collapse of profitable corporations The last decade in fact has been abundant in numerous examples of corruption scandals in modern organizations and instances of management misconduct that have eroded public faith such as Enron WorldCom Tyco Adelphia Arthur Andersen and Parmalat Due to repeated misconducts and a highly active dark side scholars started paying more attention to the so called dark side of organizations as something no longer exceptional to organizational life This book attempts to shed light on the reality of challenges for business practices and higher education management that stem from misconduct occurring in various aspects of business and educational environment     *The Corporation and the Twentieth Century* Richard N. Langlois,2025-06-24 A definitive reframing of the economic institutional and intellectual history of the managerial era The twentieth century was the managerial century in the United States An organizational

transformation from entrepreneurial to managerial capitalism brought forth what became a dominant narrative that administrative coordination by trained professional managers is essential to the efficient running of organizations both public and private. And yet if managerialism was the apotheosis of administrative efficiency why did both its practice and the accompanying narrative lie in ruins by the end of the century? In *The Corporation and the Twentieth Century* Richard Langlois offers an alternative version, a comprehensive and nuanced reframing and reassessment of the economic, institutional, and intellectual history of the managerial era. Langlois argues that managerialism rose to prominence not because of its inherent superiority but because of its contingent value in a young and rapidly developing American economy. The structures of managerialism solidified their dominance only because the century's great catastrophes of war, depression, and war again superseded markets, scrambled relative prices, and weakened market supporting institutions. By the end of the twentieth century, Langlois writes, these market supporting institutions had reemerged to shift advantage toward entrepreneurial and market driven modes of organization. This magisterial new account of the rise and fall of managerialism holds significant implications for contemporary debates about industrial and antitrust policies and the role of the corporation in the twenty-first century.

**The Moral Capital of Leaders** Alejo G. Sison, 2003. Solidly grounded on Aristotelian anthropology, moral capital develops a set of principles, practices, and metrics useful to business leaders and managers while eliminating the ambiguity of social capital and allowing for the integration of business ethics initiatives into a robust corporate culture. Sison studies a wide range of recent management cases from the viewpoint of moral capital: the sorry state of US airport screeners before 9/11, the Ford Explorer rollovers and Firestone tire failures, the battle for the HP way between Carly Fiorina and the heirs of the founding families, the dynamics of Microsoft's serial monopolistic behavior, the pitfalls of Enron's senior executives, the sincerity of Howard Lutnick's commitment to Cantor Fitzgerald, families, how Andersen's loss of reputation proved mortal, and a fresh look at Jack Welch's purported achievements during his tenure at GE. He explains the relationship between different structural and operational levels in the human being: actions, habits, character, and lifestyle, and in the firm: products, protocols, corporate culture, and corporate history. These levels are later associated with different institutions of moral capital: basic currency, interests, investment bonds, estates, or legacies. Strategies for measuring, developing, and managing moral capital on both a personal and an organizational plane are also discussed. This engaging and provocative study is a must-read for professors, students, and practitioners of business ethics, general management, human resource management, and economic theory.

**Entrepreneurship as Strategy** G. Dale Meyer, Kurt A. Heppard, 2000-04-26. The creation of innovative products and services by entrepreneurs is often cited as one of the key strengths of the current American economy. Academics and executives alike are beginning to recognize the advantages of innovation and real-time experimentation over traditional strategic planning processes. Large firms find they need to create strategies that are entrepreneurial, and emerging firms are recognizing the importance of a continuing emphasis on entrepreneurship in their



long term strategic vision This volume reviews the existing literature in the area of entrepreneurship strategy and includes chapters by six distinguished strategic management scholars Kathleen M Eisenhardt Michael A Hitt Jay Barney Raffi Amit Grant Miles and Arnold Cooper      **Succeeding at Succession** Peter Bunton, 2023-06-09 By providing case studies of Christian organizations and networks which have recently undergone succession and drawing upon perspectives from leadership theory psychology organizational development and theology this work shows multiple overlapping aspects of succession These facets include plans processes gender implications theologies of leadership successor origins relationship between outgoing and incoming leaders selection methods and organizational beliefs manifested in succession ceremonies An analysis of the various successions studied reveals the need for the organization or network to reflect on its own understandings and theologies of leadership without so doing organizational succession could be impaired While exploring the complexities of leadership succession particularly founder succession this book provides clear lessons and guidance for those navigating such transitions in leadership      *Library Journal* ,1994

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