

ORGANIZATION Theory & Design

Organizations & Organization Design



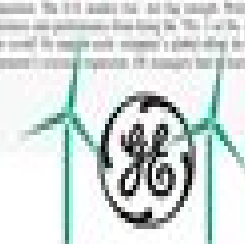
A Look Inside General Electric

The Jack Welch Era (1981-2001)

Reinventing: Welch sought to re-energize and revitalize GE, focus the company on high-growth, high-revenue businesses, and streamline its operations through restructuring and cost-cutting. He was known for his "Six Sigma" quality control program, which aimed to reduce defects and improve efficiency. He also implemented the "Work Out" program, which encouraged employees to voice their concerns and ideas directly to management.

A New Culture: Welch fostered a culture of innovation, risk-taking, and continuous improvement. He encouraged employees to think creatively and take ownership of their work. He also implemented the "Fast Forward" program, which aimed to accelerate the development of new products and services. Welch was known for his "No Nonsense" management style, which emphasized results and accountability.

Legacy: Welch's leadership transformed GE into a global powerhouse. Under his guidance, GE achieved record-breaking financial performance and became a leader in various industries, including aviation, healthcare, and energy. His legacy is marked by the company's strong commitment to innovation, operational excellence, and shareholder value.



Organization Design in Action

Reflections on the real-world of organization design

The real-world of organization design is often a complex and challenging task. It involves understanding the current state of the organization, identifying areas for improvement, and implementing changes that align with the organization's strategic goals. This process requires a deep understanding of the organization's culture, structure, and processes, as well as the ability to communicate and collaborate effectively with stakeholders.

One of the key challenges in organization design is the need to balance the organization's current needs with its future aspirations. This requires a focus on long-term strategic planning and the ability to anticipate and respond to changing market conditions. Additionally, the design process must be inclusive and transparent, ensuring that all stakeholders have a voice in the decision-making process. Finally, the implementation of design changes must be supported by strong leadership and effective communication, ensuring that the organization is fully committed to the new design.

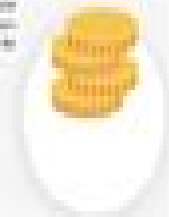
A Look Inside General Electric

The Jack Welch Era (1981-2001)

Key Initiatives: Welch's major business move was the acquisition of GE Capital, which provided a source of financing for the company's operations. He also implemented the "Six Sigma" quality control program, which aimed to reduce defects and improve efficiency. Welch was known for his "No Nonsense" management style, which emphasized results and accountability.

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Judd E. Hollander



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