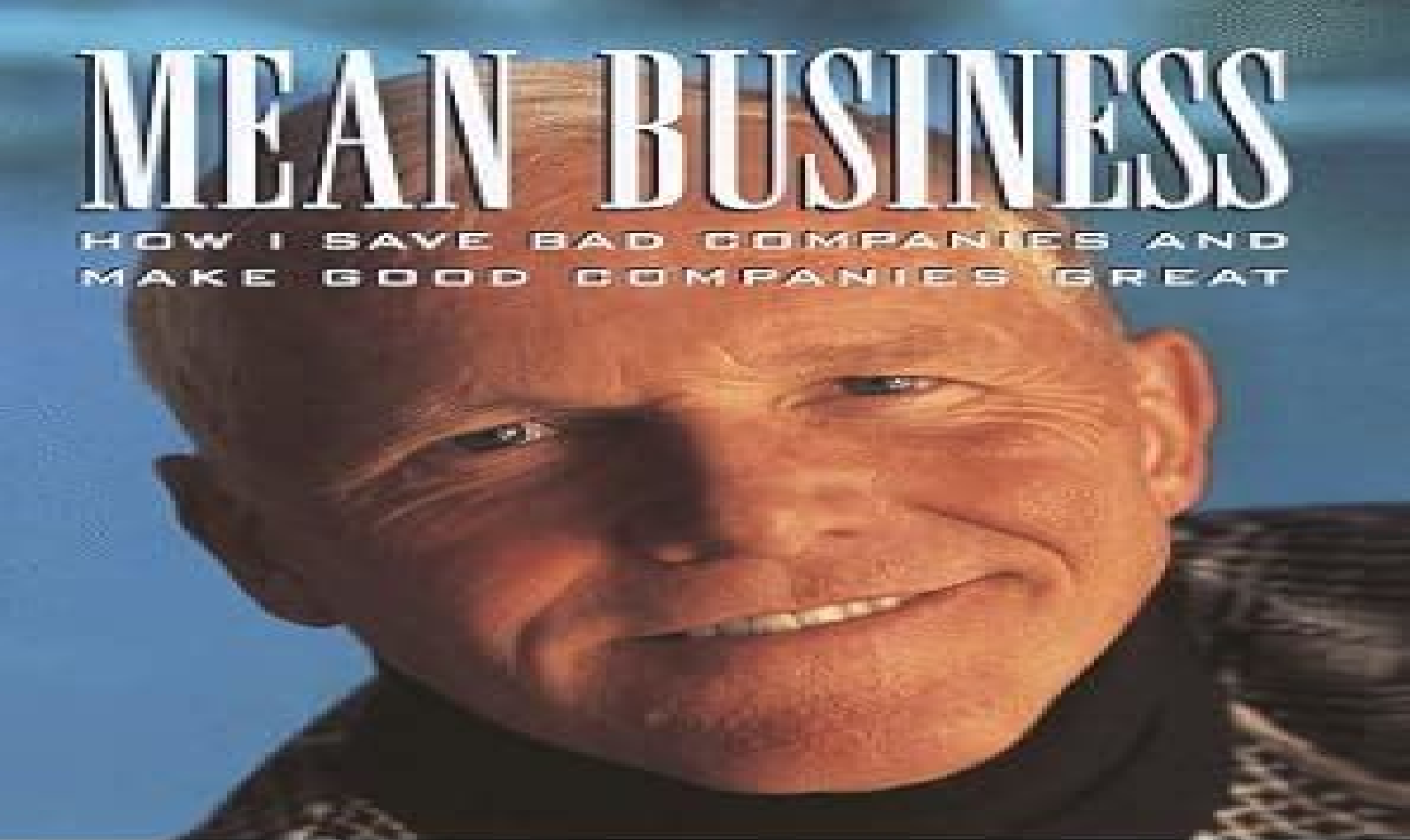


MEAN BUSINESS

HOW I SAVE BAD COMPANIES AND
MAKE GOOD COMPANIES GREAT



ALBERT J. DUNLAP

WITH BOB ANDELMAN

Mean Business How I Save Bad Companies Make Good Companies Great

Albert John Dunlap,Bob Andelman



Mean Business How I Save Bad Companies Make Good Companies Great:

Mean Business Albert J. Dunlap, 1998-11-01 Al Dunlap is an original an outspoken irascible executive with an incredible track record of injecting new life into tired companies The business media have coined a new verb to dunlap when describing a fast company turnaround In April 1994 he became CEO and chairman of Scott Paper which had lost 277 million in 1993 was on credit watch for excessive debt and whose stock had been comatose for seven years In a mere nineteen months Scott had record earnings the stock had increased in value by 6.5 billion over 200 percent and Dunlap merged Scott with Kimberly Clark in a stock swap that valued Scott at 9 billion and created the second largest consumer products company in the United States Mean Business combines Dunlap's colorful personal history his working class background employment friendship with such people as Sir James Goldsmith and George Soros his views on why too many executives think of themselves as corporate royalty and his provocative ideas on management and leadership His specific tested program on how to evaluate and choose a management team get the lowest costs from suppliers improve the balance sheet and develop a real strategy make this an invaluable book The controversy about corporate performance and how to achieve it is near the boiling point as executives face the hard fact of business life What is good or even excellent today won't be satisfactory tomorrow Mean Business is absolutely essential for both companies in trouble as well as those at the top of their game

Mean Business Albert John Dunlap, Bob Andelman, 1996 Al Dunlap is an original an outspoken irascible executive with an incredible track record of injecting new life into tired companies The business media have coined a new verb to dunlap when describing a fast company turnaround In April 1994 he became CEO and chairman of Scott Paper which had lost 277 million in 1993 was on credit watch for excessive debt and whose stock had been comatose for seven years In a mere nineteen months Scott had record earnings the stock had increased in value by 6.5 billion over 200 percent and Dunlap merged Scott with Kimberly Clark in a stock swap that valued Scott at 9 billion and created the second largest consumer products company in the United States Mean Business combines Dunlap's colorful personal history his working class background employment friendship with such people as Sir James Goldsmith and George Soros his views on why too many executives think of themselves as corporate royalty and his provocative ideas on management and leadership His specific tested program on how to evaluate and choose a management team get the lowest costs from suppliers improve the balance sheet and develop a real strategy make this an invaluable book The controversy about corporate performance and how to achieve it is near the boiling point as executives face the hard fact of business life What is good or even excellent today won't be satisfactory tomorrow Mean Business is absolutely essential for both companies in trouble as well as those at the top of their game

Management Gurus David Collins, 2020-06-01 This book provides a concise critical expert overview of the elite group of consultants analysts and commentators known as management gurus Often dismissed as lacking in substance this volume demonstrates that gurus must be taken seriously given their impact on the world of management Noting that the gurus are very much products of the

1980s the book accounts for the rise of this group while challenging those who have attempted to personify to name and acclaim the gurus Reviewing the research on management gurus the book proceeds from a consideration of guru theory to offer an analysis of the guru industry and guru speak Building upon this analysis the book offers a critical engagement with those who have sought to understand gurus as performance artists Concluding with a radical agenda for future research which situates management s gurus within the frame of stand up comedy this book will enlighten and entertain scholars across the business disciplines and beyond

Leaders in the Shadows David Siegel, 2015-02-26 In most municipalities across Canada the top public servant is the chief administrative officer CAO or city manager Compared to elected politicians such as the mayor and the council the work of a CAO is often overlooked and not well understood In *Leaders in the Shadows* David Siegel brings the CAO into the limelight examining the leadership qualities of effective municipal managers Using the examples of five exceptional CAOs who have worked in municipalities of varying sizes across Canada Siegel identifies the leadership traits skills and behaviours which have made them successful Interweaving the stories of his subjects with insights drawn from leadership theory Siegel offers an engrossing account of how CAOs must lead up down and out in order to succeed Offering well rounded accounts of the challenges and opportunities faced by public servants at the municipal level *Leaders in the Shadows* is a valuable resource for academics and practitioners alike

Managing through Incentives Richard B. McKenzie, Dwight R. Lee, 1998-09-24 Incentives are the most powerful tools executives can use to improve worker performance This is particularly true in today s empowered workplace where incentives can ensure that workers apply their initiative toward company goals Now in this groundbreaking book Richard McKenzie and Dwight Lee show how to select the right incentives and how to use them for best results Generously illustrated with examples from business industry government academia and professional sports this superb volume offers a comprehensive overview of incentives both in theory and in practice providing a wealth of ideas managers can use to get employees to work harder smarter and more cooperatively Much of the book is quite eye opening For instance while McKenzie and Lee recognize that money is the prime motivator they urge managers not to overlook the power of non monetary incentives carefully evaluating such motivators as fringe benefits psychological incentives education and training And they examine a host of other issues including how to take advantage of executive overpayment to increase profits the limits of piece rate and other pay for performance schemes finding the right balance between current pay and a more generous pension plan the value of tough bosses and hostile takeovers as a form of managerial incentive How workers are rewarded is often more important than how much they are rewarded say the authors The job of good managers is getting the incentives right *Managing Through Incentives* shows managers how to apply proven motivators to help any size firm energize the work force increase its profits and meet the awesome challenges of today s fiercely competitive global economy

White-collar Sweatshop Jill Andresky Fraser, 2002 With facts figures and trenchant case histories Jill Fraser chronicles the catastrophic sea change in industry after industry

telecommunications the media banking information technology Wall Street Her book is essential reading for anyone concerned with the future of the American economy or worried about their own job *Strategic Corporate Social Responsibility* Debbie Haski-Leventhal, 2018-03-31 With the changing expectations of consumers employees and regulators being best in the world is no longer enough Businesses are now also expected to be best for the world to be socially and environmentally responsible sustainable and ethical Based on the idea that strategic CSR offers the most holistic and effective approach to corporate social responsibility the author presents the key concepts theories and philosophical approaches to CSR along with the practical tools needed to implement this knowledge in the real world The book is split into three parts the first part provides the theoretical background of CSR the second part examines various CSR approaches and how they can be implemented and the third part discusses measuring and communicating CSR Each chapter contains questions for reflection discussion exercises and case studies from globally recognised brands such as Ben Jerry s Nestle Marks Spencer TOMS Shoes LEGO Coca Cola and McDonald s The book is complemented by chapter specific lecturer PowerPoint slides which can be found here Suitable reading for students on Corporate Social Responsibility modules

Leadership Nuttawuth Muenjohn, Adela McMurray, Mario Fernando, James Hunt, Martin Fitzgerald, Bernard McKenna, Ali Intezari, Sarah Banks, Jenny Waterhouse, 2018-09-17 Written by an expert team of Australian academics Leadership gives students the tools they need to navigate their leadership journey **The Four Powers Of Leadership** David T.

Kyle, 1998-05 People who are promoted because of the skills and competencies that have made them successful often experience a dramatic change in behavior when they assume a new higher powered position This book offers readers the ability to move into new positions of leadership with the tools needed to become inspiring leaders **Artful Making** Robert Daniel Austin, Lee Devin, 2003 The authors show how to manage ingenuity and manufacture the next great idea in other words they tell what managers need to know about how artists and highly creative people work **Something to Believe**

In Rupesh Shah, David Murphy, Malcolm McIntosh, 2017-09-29 In a world where trust in politicians corporations and the processes that determine our lives continues to dwindle this innovative book brings together research case studies and stories that begin to answer a central question for society How we can create organisations institutions groups and societies that can nurture trusting relationships with one another and among individuals Something to Believe In provides a fresh take on the corporate responsibility debate based as it is on the work of key global thinkers on corporate social responsibility along with a raft of work developed from collaborations between the New Academy of Business and the United Nations Volunteers UK Department for International Development and TERI Europe in countries such as Brazil Nicaragua Ghana India Sri Lanka Bangladesh Lebanon Nigeria the Philippines and South Africa The focus is on business and particularly how deeper more systemic changes to current ways of understanding and undertaking business can and have been enacted in both developed countries and in nations where the Western concept of CSR means nothing The market based model of

economic thinking the increasingly distrusted globalisation project which threatens to sweep all before it is challenged by many of the contributions to this book The book tells stories such as the mobilization of civil society in Ghana to bring business to account the reorientation of a business school to focus on values the life cycle of ethical chocolate the accountability of the diamond business in a war zone the need to reinvent codes of conduct for women workers in the plantations and factories of Nicaragua a Philippine initiative to economically empower former Moslem liberation fighters and the development of local governance practices in a South African eco village The book is split into four sections Through Some Looking Glasses contains short thought provoking pieces about the issues of trust belief and change from writers including Thabo Mbeki Malcolm McIntosh and a reprinted piece from E M Forster Section Two asks how it will be possible to believe in our corporations and provides new approaches from around the world on how space is being opened up to found businesses that are able to create trust Section Three examines the role of auditing in fostering trust Corporations continue to attempt to engender trust through their activities in philanthropy reporting and voluntary programmes But post Enron et al even the most highly praised corporate mission statements are tarnished Can social and environmental audits of corporate reports codes and practices assuage our doubts about boardroom democracy Section Four examines alternative forms of accountability transparency and governance from around the world and offers some different ways of thinking about the practice of creating trust in society Something to Believe In provides a host of fascinating suggestions about redefining and renewing the underlying deal between society and its organizations It will become a key text for students thinkers and practitioners in the field of corporate responsibility *The Handbook of Board Governance* Richard Leblanc, 2016-05-31 Build a more effective board with insight from the forefront of corporate governance The Handbook of Board Governance provides comprehensive expert led coverage of all aspects of corporate governance for public nonprofit and private boards Written by collaboration among subject matter experts this book combines academic rigor and practitioner experience to provide thorough guidance and deep insight From diversity effectiveness and responsibilities to compensation succession planning and financial literacy the topics are at once broad ranging and highly relevant to current and aspiring directors The coverage applies to governance at public companies private and small or medium companies state owned enterprises family owned organizations and more to ensure complete and clear guidance on a diverse range of issues An all star contributor list including Ram Charan Bob Monks Nell Minow and Mark Nadler among others gives you the insight of thought leaders in the areas relevant to your organization A well functioning board is essential to an organization s achievement Whether the goal is furthering a mission or dominating a market the board s composition strategy and practices are a determining factor in the organization s ultimate success This guide provides the information essential to building a board that works Delve into the board s strategic role in value creation Gain useful insight into compensation risk accountability legal obligations Understand the many competencies required of an effective director Get up to speed on blind spots trendspotting and social media in the

board room The board is responsible for a vast and varied collection of duties but the singular mission is to push the organization forward Poor organization one sided composition inefficient practices and ineffective oversight detract from that mission but all can be avoided The Handbook of Board Governance provides practical guidance and expert insight relevant to board members across the spectrum

Ethics Management for Public and Nonprofit Managers Donald C

Menzel,2016-06-10 This practical book is dedicated to building ethical organizations It has been written for college students preparing for careers in public service as well as for elected and appointed officials administrators and career public servants in the United States and elsewhere Concise and comprehensive Ethics Management for Public and Nonprofit Managers takes a managerial ethics approach to building and leading ethical public organizations It includes a discussion of the U S constitutional and administrative environment in which officials carry out their duties descriptions and assessments of the tools available to elected and appointed officials who are committed to building ethical organizations an overview of legislative and administrative measures taken by Congress presidents the judiciary and the fifty states to foster ethical governance unique coverage of ethics management around the world with a focus on the US Europe and Asia and hands on skill building exercises with active learning opportunities that conclude each chapter This third edition includes a new chapter on achieving ethical competence exploring a wide range of ethical issues that confront public and nonprofit managers in their efforts to lead and build organizations of integrity Examples and cases from both the public and the nonprofit sectors are incorporated throughout the third edition so that the book acts as a kind of field guide for ethical behavior with descriptions and assessments of the tools available to elected and appointed officials at every level

Accompanying the third edition text is a series of exercises that build ethical competence skills asking the reader to judge the ethical competence of key actors in cases drawn from recent headlines

Corporate Social Irresponsibility Paula

Alexander,2015-02-11 Corporate Social Irresponsibility focuses on ethical failures in order to relate corporate responsibility to business ethics corporate governance and organization effectiveness The book advocates a strategic approach to CSR ethical management cannot and should not be divorced from effective management Corporate social responsibility has transitioned from oxymoron into a defining challenge of the twenty first century Taking the recent financial crisis as a starting point Alexander examines the underlying ethical and legal crises these events expose in the business world The problems that have come to light go beyond issues of firm financial performance into the integrity of the manufacturing and marketing processes and relations with consumers As such the book presents a model that resolves the apparent conflict between maximizing shareholder value and meeting the interests of other firm stakeholders Alexander presents a balanced view contrasting her model with alternative approaches The book also covers the impact of globalization on management the ethics of outsourcing the limits of regulation as well as poverty alleviation and social entrepreneurship Blending a comprehensive theoretical framework with a broad range of cases this book covers the latest major changes in US legislation

as well as recent corporate scandals making it a valuable accompaniment to any course in CSR business ethics or business government and society

The Virtues of Leadership Arménio Rego, Miguel Pina e Cunha, Stewart R. Clegg, 2012-07-26 In a globalized world where multinational companies have extensive power over a huge number of other organizations and millions of people building positive organizational performance requires global leaders with virtues Organizations especially multinational ones may be crucial engines of social and economic progress global leaders virtues and character strengths may be strong drivers of such an endeavour One cannot demand of them that they be morally pure or that they assume responsibility for solving the most pressing public problems in the world However this book argues that they may be part of the solution help in making the world a better place and contribute to the realistic desiderata of a values based capitalism Drawing on the Positive Organizational Scholarship movement this book aims to provide a holistic approach to the virtues of leaders It explores how virtues and character strengths may be put at the service of positive organizational performance stressing that virtues represent the golden mean between the extremes of excess and deficiency and discussing the perverse consequences of excessive virtuousness The book shares theoretical anecdotal and empirical evidence on the convergence between good virtues and good results aiming to disseminate the idea that managers can be competent and competitive whilst doing good things right

Called to Account Paul M. Clikeman, 2013-07-24 Selected as an Outstanding Academic Title by Choice Magazine in 2014 Called to Account takes a broad perspective on how financial frauds have shaped the public accounting profession by focusing on cases of fraud around the globe Ever entertaining and educational the book traces the development of the accounting standards and legislation put in place as a direct consequence of these epic scandals The new edition offers updated chapters on ZZZZ Best and Arthur Andersen plus new chapters devoted to Parmalat Satyam and The Great Recession Through stories like Barry Minkow s staged constructions sites and MiniScribe s fake inventory number generating computer program Cook Book students will learn that fraud is nothing new and that financial reform is heavily influenced by politics With discussion questions and a useful chart showing instructors and students how each chapter illustrates the topics covered in other textbooks Called to Account is the ideal companion for any class in auditing advanced accounting or forensic accounting

Above Politics Gary J. Miller, Andrew B. Whitford, 2016-05-26 This book argues that bureaucracies can contribute to stability and economic development if they are insulated from unstable democratic politics The book will appeal to those interested in political science economics law sociology and modern political history

Speculative Management Dan Krier, 2012-02-01 In this timely work Dan Krier examines the relationship between two phenomena that dominated the economic scene in the late twentieth century the rising power of financial markets and the restructuring of American industry He argues that corporate governance was transformed during this period into speculative teams of stock optioned executives and activist owners These teams encouraged a vigorous restructuring of American industry through corporate buyouts takeovers reengineering and downsizing Often portrayed in business discourse as

initiatives to enhance the efficiency and long range profitability of industrial operations these corporate changes were instead primarily what Krier describes as speculative management practices used to manipulate the trading price of corporate securities even at the expense of operational efficiency and long term profitability Krier also analyzes social intermediaries institutions that connect industrial firms to security markets and allow them to interact He focuses on corporate governance structures composed of stock optioned top managers big owners and their representatives on corporate boards financial accounting rules and practices and the business media that analyze corporate actions and results

Marketing Revealed W. Burgers, 2007-12-07 This book presents new ideas and tools across a wide range of marketing activities from product and market selection and definition to pricing promotion and distribution All companies and managers can apply the practical advice in this fundamental text You ll be surprised at how this book can help change the way you sell your products

Dissent and the Failure of Leadership Stephen P. Banks, 2010-01-01 This timely collection of original papers explores the vital but largely unrecognized connections between leadership and dissent In an era when leadership failures can mean homelessness and even death for countless flood victims losses of life savings for employees of bankrupt corporations civilian deaths and ravaged societies in the Middle East and incalculable suffering among refugees in central Africa the studies presented here offer analysis and correctives based on new understandings of the dissent leadership relationship The book examines how dissent is implicated in problems plaguing theory development in leadership studies Topics explored within this framework include dissent in corporate discourses of control real and manufactured crises cross generational perceptions women leaders personal and work lives the professionalization of journalism religious institutions activist public relations and fear based cultures It concludes with new proposals for legitimating dissent as a unique instrument for advancing social development and avoiding failures of leadership Examining dissent as the critical factor that differentiates leadership failures and successes from interdisciplinary perspectives this illuminating book will be of great interest to advanced students and teachers of leadership studies as well as corporate executives policymakers and other leaders aware of the need to improve leadership practices

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