

# OPENBOOK DESIGN

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LOST BUSINESS  
**FEEDBACK**

# The Openbook Management Experience Lebons Form Over 100 Companies Who Succesbfully Transformed Themselves

**John Case**



## **The Openbook Management Experience Lebons Form Over 100 Companies Who Succesbfully Transformed Themselves:**

**The Open-book Experience** John Case, 1998-12-29 Over the last decade companies have struggled to balance the human dimension of business with the need to be aggressive competitive and profitable Of all the management solutions considered one philosophy open book management has proven its power to transform organizations and enhance morale and productivity again and again But what was it about a seemingly risky philosophy in which all of a company s financial numbers are revealed to every employee that compelled companies as dissimilar as multibillion dollar RR Donnelley and modest sized Crisp publications to undertake such a drastic rethinking of company management Was it the increased profits other companies such as Amoco Canada were experiencing due to their employees new financial involvement in the company Or was it he improved production that Bagel Works Inc and Dixie Ironworks Inc realized through employee joint accountability Perhaps it was the enhanced employee morale that still other companies were achieving now that their employees were partners who designed their own bonus packages Likely it was all these reasons and dozens more that convinced hundreds of companies to adopt open book management to help reduce costs improve quality and boost sales all while creating an environment that reinvented and revitalized the role of the employee In this practical and highly accessible book John Case the leading authority and foremost chronicler of open book management shows how to put the open book philosophy to work The Open Book Experience explains how to identify critical numbers how to bring the corporate financials down to earth and how to set up a system that gets everyone in the business working to improve performance It describes how companies both large and small have actually implemented open book management how they got started how they overcame obstacles and how they taught employees to understand the business Using a step by step methodology gleaned from the experiences of more than 100 successful companies and revealing tools and techniques such as electronic scoreboards and collaborative games Case shows how open book management can work for any company wanting to bridge the age old gap between concern for people and the need for rigorous performance measurement and improvement **The Open-book Management Experience** John Case, 1998-01-01 This is a practical guide to the open book philosophy model of business management a model that bridges the gap between concern for people and rigorous performance measurement and improvement 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 [The Power of Open-Book Management](#) John P. Schuster, Jill Carpenter, 1996-08-30 Praise for The Power of Open Book Management The Power of Open Book Management is the essential guidebook for every organization that wants all its associates to understand how they make and lose money and that should be every organization Jim Kouzes coauthor of The Leadership Challenge and Credibility Chairman and CEO TPG Learning Systems Enabling a large group of people in an organization to work together in a coordinated way requires that they share an image and understanding of the system of which they are a part This book offers a clear and pragmatic approach for doing just that Jeff Clanon Executive Director MIT Center for Organizational Learning The Power of Open Book Management provides an answer to the age old question How can I get all my employees to act and think like owners It is a must read for anyone interested in how we will work in the future Tom Corbo CEO MANCO The Power of Open Book Management offers a groundbreaking look at the benefits of interweaving good management and leadership within organizations Larry Spears Executive Director The Greenleaf Center for Servant Leadership Editor Reflections on Leadership Before you open your books open this one Rob Zicaro Employee Owner Web Industries Widespread use of open book management as described in this book is absolutely essential Robert B Rogers Chairman and CEO The Kauffman Foundation Today s most exciting new approach to increased employee productivity and superior financial results is open book management OBM The unique yet revolutionary concept in this approach is simple Teach employees the financial basics of business trust them to make good decisions based on this knowledge treat them as responsible stakeholders in the venture and they will make significant contributions to their company s success In fact once equipped with OBM know how they themselves create a sustainable competitive advantage a team of business smart

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