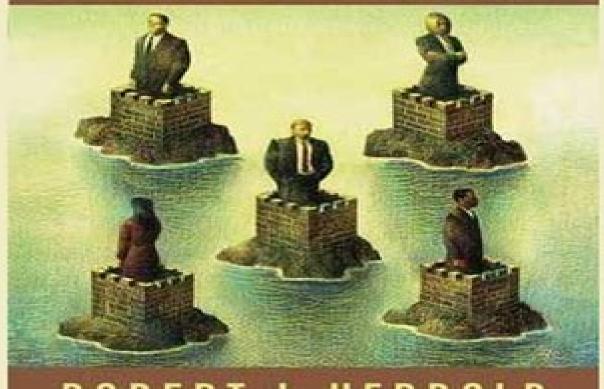
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THE

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THE TURF BATTLES THAT UNDERMINE CAREERS AND COMPANIES—AND HOW TO OVERCOME THEM



ROBERT J. HERBOLD

PONNER COO OF MICHOSOFT

The Fiefdom Syndrome

Geary A. Rummler, Alan J. Ramias, Cherie L. Wilkins

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about SOA Kerrie Holley and Dr Ali Arsanjani draw on their unsurpassed experience from hundreds of SOA projects conducted worldwide Why should business stakeholders care about SOA What is the return on investment ROI of SOA adoption What is flexibility and how does SOA deliver on this promise Should service development be centralized in service centers How should services be identified or specified to maximize reuse How do SOA methods reduce the lifetime costs for applications How can organizational barriers to SOA success be removed What changes with application development when SOA is introduced How does architecture change as a result of SOA adoption What is a canonical message model How does the SOA infrastructure support events What are context aware services Rediscovering Value Geary A. Rummler, Alan J. Ramias, Cherie L. Wilkins, 2011-01-13 To paraphrase a number of philosophers the major challenge any executive or manager and especially any CEO faces is that his or her experience of the reality of the organization is not the same as the reality itself How then does an executive 1 develop a more accurate and complete representation of the organization 2 identify critical business issues and improvement opportunities across this system 3 design a way forward and 4 install the feedback and measurement mechanisms necessary to ensure the organizational system delivers the performance and stays on course This is where this book comes into its own Michael DeNoma president and CEO Chinatrust Commercial Bank Every CEO or executive managing a business should read and understand Rediscovering Value if they want to effectively lead and manage their company Leading a company without an understanding of the value and resource dimensions and how to manage them is like flying an airplane without a navigation system The team at PDL has done an unbelievable job of describing the principles of an organization and how to effectively organize lead and manage the enterprise Our company used PDL s systems approach to planning and managing and it was like turning on the lights in a dark room Our people became process and work focused and morale improved dramatically as we moved away from the silo approach of running a business Rediscovering Value is a must read for any executive Steve Hassenfelt CEO Granville Capital Inc From author of the acclaimed Improving Performance an exploration of the concept of Value Management and technology comes the next step resource that introduces the transformation model Rediscovering Value gives a preliminary description of the SOE phase and covers the dimensions of the model The book dissects each phase of the model and describes what is accomplished along each dimension the criteria to reach the next phase and the key challenges of each phase Stabilize Optimize Exploit in detail It lays out the success factors for effective process design improvement and management When Core Values Are Strategic Rick Tocquigny, 2011-12-29 What do legendary leaders from Disney GE GM Johnson Johnson Boeing eBay Microsoft Time Warner LensCrafters Chiquita Walmart Pepsi and Saatchi Saatchi have in common They all learned the critical importance of core values as managers at Procter Gamble Many of these leaders have remained members of the P G Alumni Network and now you can share in their powerful lessons learned with The P G Alumni Network s When Core Values Are Strategic This practical resource for emerging leaders offers no nonsense insights into why values really are so important

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New Life for Historically Black Colleges and Universities Vann R. Newkirk, 2014-01-10 In December 2008 Georgia state senator Seth Harp ignited controversy when he proposed merging two historically Black colleges with nearby predominantly white colleges to save money Less than a year later Mississippi governor Haley Barbour sought to unite Mississippi s three predominantly Black colleges These efforts kindled renewed interest in historically Black colleges and universities HBCUs across the nation and the globe In this study HBCU officials and faculty attempt to identify the challenges that HBCUs face explore the historic origin of HBCU management systems and identify models of success that will improve the long term viability of the HBCU By analyzing HBCUs within a larger framework of American higher education and the cultural context in which HBCUs operate these essays introduce a new paradigm in the quest to ensure that HBCUs continue to play an important role in the education of Americans of all races

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