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The Southwest Airlines WAY

Using the Power of
Relationships to Achieve
High Performance

JODY HOFFER GITTELL

Southwest Airlines Way

Moses L. Pava, Michel Dion



Southwest Airlines Way:

The Southwest Airlines Way Jody Hoffer Gittell, 2003-01-09 If you look at Southwest Airlines and I admire what they do they've been the most successful airline in the industry Gerard Arpey CEO American Airlines Through extensive research Jody Hoffer Gittell gets to the bottom of what has sustained Southwest Airlines positive employee relations and high performance through good and bad times Thomas A Kochan professor MIT Sloan School of Management MIT Global Airline Industry Program In an industry with losses in the billions Southwest Airlines has an unbroken string of 31 consecutive years of profitability The Southwest Airlines Way examines how the company uses high performance relationships to create enormous competitive advantage in motivation teamwork and coordination among employees It then goes further to show how any company can foster these powerful cooperative relationships and explains how to Lead with credibility and caring Invest in frontline leaders Hire and train for relational competence Use conflicts to build relationships Make unions its partners not its adversaries Build relationships with its suppliers

The Southwest Airlines Way Jody Hoffer Gittell, 2004-10 Fortune magazine calls Southwest Airlines the most successful airline in history Full of frontline tales of Southwest's innovative management style this compelling book explains how Southwest's relentless focus on high performance relationships and its people management practices have been the key to its unparalleled success in the airline industry It reveals how any organization willing to invest the time and effort can learn from Southwest's management style by creating shared goals shared knowledge and mutual respect among management employees and suppliers This is the secret of how Southwest consistently outperforms its competitors in the high pressure timesensitive airline industry

Summary: The Southwest Airlines Way BusinessNews Publishing, 2014-11-12 The must read summary of Jody Gittell's book The Southwest Airlines Way Using the Power of Relationships to Achieve High Performance This complete summary of the ideas from Jody Gittell's book The Southwest Airlines Way tells the standout success story of the US airline industry In her book the author describes the accomplishments of Southwest Airlines and explains how most attempts to copy Southwest have focused solely on operational issues However despite following these same strategies no other airline has yet been able to successfully clone Southwest's success This summary provides readers with an insight into the secret sauce of Southwest and all of the operational factors that come together to ensure its success Added value of this summary Save time Understand key concepts Expand your knowledge To learn more read The Southwest Airlines Way and discover the secrets behind the success of this major airline company

The Southwest Airlines Way, 2010 **Leading with Heart** Southwest Airlines, Loren Steffy, 2022-03 Southwest Airlines Leaders discuss how Leadership makes their Company successful

The Southwest Airlines Way Jody Hoffer Gittell, 2005-05-05 Through extensive research the author gets to the bottom of what has sustained Southwest Airlines positive employee relations and high performance through good and bad times *Justifying Next Stage Capitalism* Moses L. Pava, Michel Dion, 2024-05-28 This book explores emerging justifications

of capitalism based on the views of academics from around the world in business The traditional justification for capitalism has been that it is the one system that produces the most wealth with the least cost for the most people While this justification no longer has the taken for granted status it once enjoyed it remains the dominant and mainstream argument in favor of capitalism especially in the United States Despite capitalism s production of human wealth it is implicated by trends such as income and wealth inequalities climate change caused by the burning of fossil fuels and racism sexism and other forms of discrimination This volume asserts that in this age of complexity inequality and ecological instability capitalism s future depends on our ability to broaden the justifications for it to include a much more elaborate list of values beyond wealth and efficiency It does so without claiming to logically or empirically prove that capitalism is the best of all possible economic systems but rather to explore a new and hopeful future for the system Next stage capitalism Written by an international group of scholars from various disciplines this book is of great interest to those who work in philosophy sociology political science history and theology and religious studies

Knowledge Management Edition™ guide to Gittell's book "The Southwest Airlines Way" Jose D. Pérezgonzález, 2007

Humanocracy Gary Hamel, Michele Zanini, 2020-08-18 A Wall Street Journal Bestseller In a world of unrelenting change and unprecedented challenges we need organizations that are resilient and daring Unfortunately most organizations overburdened by bureaucracy are sluggish and timid In the age of upheaval top down power structures and rule choked management systems are a liability They crush creativity and stifle initiative As leaders employees investors and citizens we deserve better We need organizations that are bold entrepreneurial and as nimble as change itself Hence this book In Humanocracy Gary Hamel and Michele Zanini make a passionate data driven argument for excising bureaucracy and replacing it with something better Drawing on more than a decade of research and packed with practical examples Humanocracy lays out a detailed blueprint for creating organizations that are as inspired and ingenious as the human beings inside them Critical building blocks include Motivation Rallying colleagues to the challenge of busting bureaucracy Models Leveraging the experience of organizations that have profitably challenged the bureaucratic status quo Mindsets Escaping the industrial age thinking that frustrates progress Mobilization Activating a pro change coalition to hack outmoded management systems and processes Migration Embedding the principles of humanocracy ownership markets meritocracy community openness experimentation and paradox in your organization s DNA If you ve finally run out of patience with bureaucratic bullshit If you want to build an organization that can outrun change If you re committed to giving every team member the chance to learn grow and contribute then this book s for you Whatever your role or title Humanocracy will show you how to launch an unstoppable movement to equip and empower everyone in your organization to be their best and to do their best The ultimate prize an organization that s fit for the future and fit for human beings

Up in the Air Greg J. Bamber, Jody Hoffer Gittell, Thomas A. Kochan, Andrew Von Nordenflycht, 2013-07-15 And you thought the passengers were mad Airline employees are fed up too with pay cuts increased workloads and management s

miserly ways which leave workers to explain to often enraged passengers why flying has become such a miserable experience
New York Times December 22 2007When both an industry s workers and its customers report high and rising frustration
with the way they are being treated something is fundamentally wrong In response to these conditions many of the world s
airlines have made ever deeper cuts in services and their workforces Is it too much to expect airlines or any other enterprise
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congestion and flight delays a total collapse of the industry may be coming Is this state of affairs inevitable Or is it possible to
design a more sustainable less volatile industry that better balances the objectives of customers investors employees and the
wider society Does deregulation imply total abrogation of government s responsibility to oversee an industry showing the
clear signs of deterioration and increasing risk of a pending crisis Greg J Bamber Jody Hoffer Gittel Thomas A Kochan and
Andrew von Nordenflycht explore such questions in a well informed and engaging way using a mix of quantitative evidence
and qualitative studies of airlines from North America Asia Australia and Europe Up in the Air provides clear and realistic
strategies for achieving a better more equitable balance among the interests of customers employees and shareholders
Specifically the authors recommend that firms learn from the innovations of companies like Southwest and Continental
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