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CENTERLESS CORPORATION

A NEW MODEL FOR TRANSFORMING YOUR ORGANIZATION FOR GROWTH AND PROSPERITY

BRUCE A. PASTERNACK AND ALBERT J. VISCIO

BOOZ-ALLEN & HAMILTON

Neal F. Chalofsky

The Centerless Corporation Bruce A. Pasternack, Albert J. Viscio, Asch Frank, 1999-09-07 In today's fast paced global business environment the conventional model of the corporation and its management principles no longer deliver results Economic upheaval changing demographics and technological revolution have forever altered the requirements for running a business today Now in response The Centerless Corporation presents a radical new corporate model designed for your organization's survival growth and prosperity Drawing on groundbreaking research they conducted at Booz Allen Hamilton Bruce A Pasternack and Albert J Viscio offer a comprehensive strategy for managing in turbulent times To deal with increasing complexity they contend leaders must abandon their command and control mentality and establish a model in which responsibility and accountability are distributed throughout the organization employees are regarded as valued resources and knowledge flows freely Illustrating their ideas with invaluable real life examples Pasternack and Viscio explain how to attract and develop leaders build coherence to unite all parts of an organization and restructure business units and corporate roles to add value rather than overhead Handbook of Organizational Change and Innovation Marshall Scott Poole, Andrew H. Van de Ven, 2004-08-26 In a world of organizations that are in constant change scholars have long sought to understand and explain how they change This book introduces research methods that are specifically designed to support the development and evaluation of organizational process theories. The authors are a group of highly regarded experts who have been doing collaborative research on change and development for many years **Improving Leadership in Nonprofit** Organizations Ronald E. Riggio, Sarah Smith Orr, 2004 This title addresses the unique challenges of leading nonprofit organisations including a unique focus on the personal development of the nonprofit leader This important resource covers board governance motivating and evaluating employees and volunteers and meeting funding challenges **PROMOTING** CAPABILITIES TO MANAGE POSTTRAUMATIC STRESS Douglas Paton, John M. Violanti, Leigh M. Smith, 2003-01-01 This book provides a systematic review of the variables and mechanisms that underpin resilience and growth in professions who face a high risk of regular and repetitive exposure to adverse or hazardous events Given the inevitability of this exposure promoting the acceptance and practice of this paradigm is essential for facilitating the capability of emergency responders to adapt to and if possible to grow from adverse and hazardous experience By identifying salient dispositional cognitive group organizational and environmental predictors of resilience and articulating the mechanisms that link them to adaptive and growth outcomes emergency organizations will have the capacity to intervene prior to exposure to adverse events rather than waiting until after the event as is currently the norm This book thus adopts an approach that is fundamentally preventative in nature and offers practical suggestions to support the development of resilient capabilities By describing influences on this capability that cover the person the organization and factors external to the workplace it offers a more ecologically comprehensive approach to those working in this area In addition it offers a more comprehensive framework for

this work by drawing on constructs e g trust empowerment that would ordinarily lie outside mainstream traumatic stress research The contents of this book provide a theoretically and empirically rigorous knowledge base and intervention framework capable of mitigating negative reactions facilitating adaptation in the face of adversity and enhancing the likelihood that adverse and traumatic work experiences will enrich the personal and professional lives of those who dedicate themselves to protecting and safeguarding others It will be of interest to emergency worker counselors police counselors disaster workers mental health professionals and individuals that work with people exposed to trauma Survival in the New World Alex Bennet, David Bennet, 2004-02-18 In this book David and Alex Bennet propose a new model for organizations that enables them to react more quickly and fluidly to today s fast changing dynamic business environment the Intelligent Complex Adaptive System ICAS ICAS is a new organic model of the firm based on recent research in complexity and neuroscience and incorporating networking theory and knowledge management and turns the living system metaphor into a reality for organizations This book synthesizes new thinking about organizational structure from the fields listed above into ICAS a new systems model for the successful organization of the future designed to help leaders and managers of knowledge organizations succeed in a non linear complex fast changing and turbulent environment Technology enables connectivity and the ICAS model takes advantage of that connectivity by fostering the development of dynamic effective and trusting relationships in a new organizational structure This book outlines the model in chapter four and then breaks down the model into its components in the next two chapters This is a benefit to readers since different components of the model can be implemented at different times so the book can guide implementation of one or all of the components as a manager sees fit There are eight characteristics of the ICAS organizational intelligence unity and shared purpose optimum complexity selectivity knowledge centricity flow permeable boundaries and multi dimensionality Global Business and Corporate Governance John Thanopoulos, 2014-04-15 This book presents a new era where the main force for social change research education economic betterment and even employee happiness is the global enterprise So many businesses today are global though often with conflicting priorities and potential civilization clashes Companies may operate in a practically borderless world seeking ideas and talents globally but without proper knowledge and preparation it is one endless struggle Inside you ll learn many global business related issues ranging from historical matters to the realities of the 21st century from local cultures to global organizations and from political legal and economic topics to accounting finance marketing and management perspectives This book directs your attention to critical business challenges in addition to the need of corporate governance at all levels These issues include how it all relates to the environment and the structure of the corporation Whether you re already out in the CEO world or a student in upper level undergraduate or graduate study or executive education this book gives you numerous combinations of how to do projects with philosophical perspectives of a new and challenging era Developing the Organizational Culture of the Central Office Sally J. Zepeda, Mary Lynne

Derrington, Philip D. Lanoue, 2020-09-28 Central office resources are one of the largest assets in making meaningful change in schools and this important book guides aspiring district leaders to take up the challenge to transform their schools while at the same time balancing their core responsibilities. This book helps readers rethink the impact of central office on system and school initiatives understand and apply transformational thinking and change strategies at the central office to develop new instructional designs create new opportunities to prioritize human and fiscal resources and establish new leadership approaches founded on systems review and change Full of exemplars from the field questions for discussion and suggested readings this valuable textbook is for use in educational leadership preparation programs **Economic Geographies** Ray Hudson, 2005-02-09 Integrating ideas of structure agency and practice this volume provides a detailed overview of recent key debates in economic geography and a discussion of the economy in terms of circuits flows and spaces that systematically relates the material to the cultural Wharton on Managing Emerging Technologies George S. Day, Paul J. H. Schoemaker, 2004-08-20 Emerging technologies such as the Internet and biotechnology have the potential to create new industries and transform existing ones Incumbent firms despite their superior resources often lose out to smaller rivals in developing emerging technologies Why do these incumbents have so much difficulty with disruptive technologies How can they anticipate and overcome their handicaps Wharton on Managing Emerging Technologies presents insights tools and frameworks from leading busi ness thinkers based on the research of Wharton's Emerging Technologies Management Research Program This pioneering industry academic partnership established in 1994 is one of the longest and broadest initiatives on the management of emerging technologies For the first time this book distills the insights from the program into a single volume for managers covering a wide range of issues related to the successful management of emerging technologies The editors contend that managing emerging technologies represents a different game requiring a different set of management skills frameworks and strategies than those used by established firms to manage existing technologies In this book experts from diverse fields examine key issues such as Common pitfalls and potential solutions for incumbent firms in managing emerging technologies Strategies for assessing the potential of new markets and designing technologies to take advantage of market lumpiness The need for scenario planning and disciplined imagination to develop strategies under uncertainty The limits of patents in protecting gains from technology and the use of lead time and other strategies The power of innovative financial strategies and the use of real options in making investments Using alliances and new organizational forms Developing a customized workplace Wharton on Managing Emerging Technologies represents a powerful survival kit for managers dropped behind the lines of these new technologies. The authors provide a comprehensive set of tools and insights that will help you understand the new challenges and develop effective strategies to succeed at this different game Praise for WHARTON on MANAGING EMERGING TECHNOLOGIES New technologies are transforming markets businesses and society at an ever increasing rate We have a critical need for better road maps for managing our way through this new

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Finding Your Way in the Consulting Jungle Arthur M. Freedman,Richard E. Zackrison,2002-02-28 Chart your path in the consulting jungle Finding Your Way in the Consulting Jungle a book in The Practicing Organization Development series offers OD consultants the information and guidance they need to understand their place in the consulting network differentiate themselves from other types of consultants and work with both clients and colleagues to make sure everyone s needs and expectations are met Finding Your Way in the Consulting Jungle offers practical advice on how to Differentiate and market yourself Interview prospective clients Write proposals Transports the reader from the safety of the classroom into the complex unpredictable and often hazardous world that they describe as the consultant jungle It is a great resource for graduate level OD programs consultant training courses AND corporate managers who hire consultants C Patrick Fleenor Ph

D director International Business Programs Albers School of Business and Economics Seattle University The Principal as Instructional Leader Sally J. Zepeda, 2014-01-09 First Published in 2013 Routledge is an imprint of Taylor Francis an Reorganize for Resilience Ranjay Gulati, 2010-01-19 In an era of raging commoditization and eroding profit margins survival depends on resilience staying one step ahead of your customers Sure most companies say they re customer focused but they don't deliver solutions to customers thorniest problems Why Because they re stymied by the rigid silos they re organized around In Reorganize for Resilience Ranjay Gulati reveals how resilient companies prosper both in good times and bad driving growth and increasing profitability by immersing themselves in the lives of their customers This book shows how resilient organizations cut through internal barriers that impede action build bridges between warring divisions and transform former competitors into collaborators Based on more than a decade of research in a variety of industries and filled with examples from companies including Cisco Systems La Farge Starbucks Best Buy and Jones Lang LaSalle Gulati exploresthe five levers of resilience Coordination Connect eradicate or restructure silos to enable swift responses Cooperation Foster a culture that aligns all employees around the shared goals of customer solutions Clout Redistribute power to bridge builders and customer champions Capability Develop employees skills at tackling changing customer needs Connection Blend partners offerings with yours to provide unique customer solutions Care Dev Raheja, 2019-05-29 According to the National Patient Safety Foundation about 440 000 deaths from hospital mistakes are expected in 2018 These mistakes are preventable but the number of deaths has been increasing for the last two decades instead of decreasing This book describes how to prevent deaths at very low cost and get very high return on investment ROI The unique feature of this book is that it teaches the tools of innovation that anyone can master It teaches healthcare staff how to manage innovation efficiently and quickly because each patient life is critical This second edition points out why the present methods are ineffective and shows how to find elegant solutions that are simple comprehensive and produce high return on investments The second edition contains all updated material with the addition of a new chapter on systems engineering for robust improvements a practice that has been applied in most high risk industries such as aerospace defense and NASA for years It aims at redesigning systems to make sure right things right coordination and right integration happens in healthcare systems Strategic Thinking Cornelis A. De Kluyver, 2000 Strategic Thinking An Executive Perspective provides an overview of the major issues in strategy development for corporate executive programs and for practice oriented executive MBA programs Any book on such a vast subject as strategy must make compromises and trade offs This book is no exception The choices of what to include where and at what level of depth were guided by the book s primary objective as a companion volume to case analysis in an executive setting with a global outlook Jacket

<u>Instructional Supervision</u> Sally J. Zepeda,2011-01-11 First published in 2012 Routledge is an imprint of Taylor Francis an informa company *The Twenty-First-Century Firm* Paul DiMaggio,2009-04-11 Students of management are nearly

unanimous as are managers themselves in believing that the contemporary business corporation is in a period of dizzying change This book represents the first time that leading experts in sociology law economics and management studies have been assembled in one volume to explain the varying ways in which contemporary businesses are transforming themselves to respond to globalization new technologies workforce transformation and legal change Together their essays whose focal point is an emerging network form of organization bring order to the chaotic tumble of diagnoses labels and descriptions used to make sense of this changing world Following an introduction by the editor the first three chapters by Walter Powell David Stark and Eleanor Westney report systematically on change in corporate structure strategy and governance in the United States and Western Europe East Asia and the former socialist world They separate fact from fiction and established trend from extravagant extrapolation This is followed by commentary on them Reinier Kraakman affirms the durability of the corporate form David Bryce and Jitendra Singh assess organizational change from an evolutionary perspective Robert Gibbons considers the logic of relational contracting in firms and Charles Tilly probes the deeper historical context in which firms operate The result is a revealing portrait of the challenges that managers face at the dawn of the twenty first century and of how the diverse responses to those challenges are changing the nature of business enterprise throughout the world

Conference Board Report ,1999 Handbook of Human Resource Development Neal F. Chalofsky,2014-10-07 Human Resource Development Relies Upon a Strong Educational Foundation In the Handbook of Human Resource Development Neal Chalofsky Tonette Rocco and Michael Lane Morris have compiled a collection of chapters sponsored by the Academy of Human Resource Development to address the fundamental concepts and issues that HR professionals face daily The chapters are written and supported by professionals who offer a wide range of experience and who represent the industry from varying international and demographic perspectives Topics addressed form a comprehensive view of the HRD field and answer a number of key questions Nationally and internationally how does HRD stand with regard to academic study and research What is its place in the professional world What are the philosophies values and critical perspectives driving HRD forward What theories research initiatives and other ideas are required to understand HRD and function successfully within this field As the industry grows what are the challenges and important issues that professionals expect to face What hot topics are occupying these professionals now The Handbook's insight and guidelines allows students and HR professionals to build a fundamental understanding of HRD as an industry as a field of research and for future professional success

Handbook of Collaborative Management Research A. B. Shani, Susan Albers Mohrman, William A. Pasmore, Bengt Stymne, Niclas Adler, 2007-08-23 This handbook provides the latest thinking methodologies and cases in the rapidly growing area of collaborative management research What makes collaborative management research different is its emphasis on creating a close partnership between scholars and practitioners in the search for knowledge concerning organizations and complex systems In the ideal situation scholars and their managerial partners would work together to define the research

focus develop the methods to be used for data collection participate equally in the analysis of data and work together in the application and dissemination of knowledge The handbook contains insightful reflections on the state of the art as well as detailed descriptions of the collaborative efforts of an international group of leading edge academics and their practitioner counterparts The applications of collaborative research methods included in this volume include those aimed at individual development organizational development regional development efforts and economic policy The insights from the cases suggest that collaborative management research has been a highly effective means of getting at issues that other research methods and intervention techniques have failed to address The rationale for conducting this highly engaging type of research is explored in the first section of the handbook followed by sections that offer new methodologies descriptive cases views from those directly involved and issues and enablers about the use of this approach in advancing knowledge and practice The handbook does appeal to scholarly practitioners as well as practical scholars

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