

THE INDIVIDUALIZED CORPORATION

A FUNDAMENTALLY NEW APPROACH TO MANAGEMENT

GREAT COMPANIES ARE DEFINED BY
PURPOSE, PROCESS, AND PEOPLE

SUMANTRA GHOSHAL &
CHRISTOPHER A. BARTLETT

The Individualized Corporation A Fundamentally New Approach To Management

Jose Sanchez-Alarcos Ballesteros



The Individualized Corporation A Fundamentally New Approach To Management:

The Individualized Corporation Sumantra Ghoshal, Christopher A. Bartlett, 1999-01-27 Based on six years of research and hundreds of interviews with managers at every level of companies such as Intel ABB Canon 3M and McKinsey The Individualized Corporation explores the collapse of an outmoded corporate form and reveals the emergence of a fundamentally different management philosophy one that forces on the power of the individual as the driver of value creation in the company and the importance of individuality in management The image of the Organization Man as a cog in a corporate machine has become both dated and dangerous Rather than try to force employees into a homogeneous corporate mold based on a company s strategy structure and system world renowned scholars and consultants Sumantra Ghoshal and Christopher Bartlett argue that managers must embrace a philosophy based on purpose process and people that focuses on developing and leveraging the individual s unique talents and skills a company s most important source of competitive advantage Without proposing a universal solution or a quick fix prescription this important book provides an indispensable guide for those who must lead their companies into the next century The Individualized Corporation Sumantra

Ghoshal, Christopher A. Bartlett, 2000 A ground breaking book by two world class professors which argues the irresistible case for a new business strategy one that is centred on corporate purpose and culture and not on the industrial machine Using diverse and compelling examples THE INDIVIDUALIZED CORPORATION explains how business leaders must recast the role of managers by transforming how they behave not reengineering what they do It is above all concerned with revitalising corporate culture by recasting the role of management and returning the core of business s responsibility participation and contribution to the level of the individual **The Individualized Corporation** Sumantra Ghoshal, 1999

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human modeling The utility of this area of research is to aid the design of systems that are benefitted from reducing the need for physical prototyping and incorporating ergonomics and human factors earlier in design processes Digital human models are representations of some aspects of a human that can be ins The Future of Knowledge Management Birgit Renzl, Kurt Matzler, Hans Hinterhuber, 2005-12-15 In this book leading scholars debate current issues and shed light on future prospects in the field of Knowledge Management It presents new perspectives on knowledge and learning including modes of knowing

in practice transactive knowledge systems organizational narrations and challenges conventional wisdom It deals with emerging issues in knowledge and innovation embracing models of distributed innovation and forms of co operation It also includes problems in managing knowledge leadership issues and how to measure knowledge

Employment Relations and HRM in South Korea Dong-One Kim,Johngseok Bae,2017-07-05 South Korea is one of the rare countries that has experienced political industrial democratization and economic development simultaneously in a relatively short period However the full story of democratization and development processes displays two faces positive and negative aspects to the deployment of labour human resources This book explains these seemingly contradictory outcomes of Korean employment relations ER and human resource management HRM based upon a theoretical framework that incorporates logics of environmental constraints and strategies of actors During three key periods of the previous century i e pre 1987 1987 1997 and post 1997 the book discusses the paradigm shift in both ER and HRM This much needed text contains informative details on Korean ER and HRM of past and present with theoretical and practical views and of transformations and continuities The book provides policy implications that will stimulate constructive debates regarding the mutual gains strategies for policy makers management and employees

A Bias for Action Heike Bruch,Sumantra Ghoshal,2004 Annotation

The Palgrave Handbook of Breakthrough Technologies in Contemporary Organisations Mahmoud Moussa,Adela McMurray,2025-03-08 This handbook traverses the broad spectrum of ICT management engaging readers to consider not only the beneficial transformations triggered by these technologies but also the organisational challenges they present From the disruption brought about by machine learning to the vast opportunities unleashed by the evolution of big data analytics to the revolution of financial technology FinTech this handbook offers a thorough and comprehensive journey through the landscape of ICT The focus is not solely on the breakthrough technologies themselves but the intricate patterns of their evolution adoption management and the subsequent ripples they create in the organisational fabric The handbook challenges current views provokes new insights and inspires a futuristic view of managing ICT in the ever evolving business landscape

Improving Air Safety through Organizational Learning Jose Sanchez-Alarcos Ballesteros,2016-05-13 The key theme of this book is organizational learning and its consequences for the field of aviation safety Air safety rates have been improving for a long time demonstrating the effects of a good learning model at work However the pace of improvement has almost come to a standstill Why is this Many safety improvements have been embodied in technology New devices and procedures appear almost daily yet the rate of air safety improvement has dragged in recent years Improving Air Safety through Organizational Learning explains this situation as being the consequence of a development model supported chiefly by information technology being introduced as an alternative to human operators This is not a book about the convenience of including or not including IT in aviation but an open discussion about the adequacy and risks of some practices in the field Two different but complementary issues emerge Firstly a real improvement in air safety requires a different approach since the present

one seems now to be exhausted Secondly the current approach has powerful economic roots and any new approach must deal with this fact improving safety rates without becoming financially damaging Consequently the book is divided into two parts Part one deals with the issue of the present learning model organizing the conclusions around accident reports that show themselves the existence of a problem the present use of technology makes the system better at doing things already known while at the same time it makes the whole system worse at dealing with unplanned situations Part two suggests a new development model one that makes strong use of technology but at the same time questions every step what knowledge will disappear from the system and what is the potential effect of that loss

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Table of Contents The Individualized Corporation A Fundamentally New Approach To Management

1. Understanding the eBook The Individualized Corporation A Fundamentally New Approach To Management
 - The Rise of Digital Reading The Individualized Corporation A Fundamentally New Approach To Management
 - Advantages of eBooks Over Traditional Books
2. Identifying The Individualized Corporation A Fundamentally New Approach To Management
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an The Individualized Corporation A Fundamentally New Approach To Management
 - User-Friendly Interface
4. Exploring eBook Recommendations from The Individualized Corporation A Fundamentally New Approach To Management

- Personalized Recommendations
 - The Individualized Corporation A Fundamentally New Approach To Management User Reviews and Ratings
 - The Individualized Corporation A Fundamentally New Approach To Management and Bestseller Lists
5. Accessing The Individualized Corporation A Fundamentally New Approach To Management Free and Paid eBooks
 - The Individualized Corporation A Fundamentally New Approach To Management Public Domain eBooks
 - The Individualized Corporation A Fundamentally New Approach To Management eBook Subscription Services
 - The Individualized Corporation A Fundamentally New Approach To Management Budget-Friendly Options
 6. Navigating The Individualized Corporation A Fundamentally New Approach To Management eBook Formats
 - ePub, PDF, MOBI, and More
 - The Individualized Corporation A Fundamentally New Approach To Management Compatibility with Devices
 - The Individualized Corporation A Fundamentally New Approach To Management Enhanced eBook Features
 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of The Individualized Corporation A Fundamentally New Approach To Management
 - Highlighting and Note-Taking The Individualized Corporation A Fundamentally New Approach To Management
 - Interactive Elements The Individualized Corporation A Fundamentally New Approach To Management
 8. Staying Engaged with The Individualized Corporation A Fundamentally New Approach To Management
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers The Individualized Corporation A Fundamentally New Approach To Management
 9. Balancing eBooks and Physical Books The Individualized Corporation A Fundamentally New Approach To Management
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection The Individualized Corporation A Fundamentally New Approach To Management
 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
 11. Cultivating a Reading Routine The Individualized Corporation A Fundamentally New Approach To Management

- Setting Reading Goals The Individualized Corporation A Fundamentally New Approach To Management
- Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of The Individualized Corporation A Fundamentally New Approach To Management
 - Fact-Checking eBook Content of The Individualized Corporation A Fundamentally New Approach To Management
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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