

THE CENTERLESS CORPORATION

A NEW MODEL FOR
TRANSFORMING YOUR
ORGANIZATION FOR
GROWTH AND
PROSPERITY

BRUCE A. PASTERNAK AND ALBERT J. VISCIO
BOOZ-ALLEN & HAMILTON

The Centerless Corporation Transforming Your Organization For Growth And Prosperity

**Bruce A. Pasternack, Albert J.
Viscio, Asch Frank**



The Centerless Corporation Transforming Your Organization For Growth And Prosperity:

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. **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. **Organizational 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 **Co-produced Economies** Ray

Hudson, 2019-02-13 In common with most other advanced capitalist economies of the Global North the UK has experienced a decline in the manufacturing industry and an increase in the service sector in recent decades At the same time there has been a substantial manufacturing growth in a number of countries in the Global South especially China and India Why have these changes occurred What have been their economic and ecological consequences How can we best understand the way the contemporary economy functions This book explores the answers to these questions proposing that the contemporary capitalist economy is best understood as a complex socio spatial system of co production involving relations between people things and non human entities It is argued that these people typically have conflicting and competitive interests yet can come together to resolve their differences or find ways of regulating their conflicting interests National states continue to have a critical role in establishing these systems of regulation At the same time many companies draw on the knowledge of their customers while others enrol animals insects and plants as co producers As a result the improbable processes of commodity production and capital accumulation continue more or less routinely with problems and occasional crises overcome in a variety of ways Co produced Economies will be of interest to students of economic geography political economy and economic development and more generally to social scientists interested in issues of the causes and consequences of economic change It will also be of relevance to policy makers seeking to develop economic policies in the increasingly volatile global economy and in the context of growing environmental concerns *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 business 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 terrain This book offers critical insights and useful new models for thinking through these challenges Professor Thomas Gerrity Director of the Wharton e Commerce Forum Wharton on Managing Emerging Technologies covers the emerging technology landscape from strategy to finance to human resources in a way that only a group of top scholars from many disciplines could do Insightful accessible and smart ideas that make for must reading for thoughtful executives in today's turbulent economy The authors prove once again the power of research to yield deep insight into tough business problems Kathleen M Eisenhardt Professor of Strategy and Organization Stanford University and coauthor Competing on the Edge Strategy As Structured Chaos Wharton on Managing Emerging Technologies offers valuable insight for large established companies seeking growth in a dynamic market of rapid technological advancement The entertaining cases and thoughtful analyses help managers create strategies select options and organize to successfully manage the interface between imagination and knowledge Jerry Karabelas PhD CEO Novartis Pharma AG Instructional Supervision Sally J. Zepeda, 2016-08-12 This essential text for prospective school leaders enrolled in instructional supervision and evaluation courses provides the knowledge and practical tools to improve teacher effectiveness Melding theory and practice this book is

a definitive guide to successful classroom observations pre and post observation conferences and approaches such as action research peer coaching and mentoring The fourth edition of this text has been thoroughly updated to meet the needs of school leaders in today's educational climate Features new to this edition include Additional and updated tools to support school leaders in conducting effective classroom observations and assessing teachers professional learning needs New case studies suggested fieldwork and extended reflections to outline practical applications for the strategies discussed Suggested readings to supplement the information included in this book Expanded discussions of professional learning communities and the topic of motivation New chapters on teacher evaluation and instructional strategies that support personalization and learning technologies This book offers strategies to work with teachers at all stages in their careers laying a strong foundation for effective instructional supervision in PreK 12 schools Many of the templates and tools in this book are also available as free eResource downloads from our website www.routledge.com 9781138649347 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 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 Strategic Networks Erdener Kaynak, 2013-04-15 With Strategic Networks The Art of Japanese Interfirm Cooperation you will examine the structure and dynamics of Japanese business networks and discover successful Japanese business practices and opportunities For professors of business and Japanese studies as well as managers of firms throughout the world this book analyzes new and innovative networks through case examples from the Japanese automobile chemical and electronics industries Strategic Networks offers you insight into the management of these company partnerships and how they work to increase the competitiveness of businesses and allow firms within the network to share important knowledge Unknown to many several of the management concepts that made Japanese companies successful in the 1980s such as total quality control TQC and continuing improvement processes CIP were only a part of the formula for a successful business This book discusses types of Japanese strategic networks another element of Japan's thriving business structure of today how they are influenced by Japanese cultural values and state interventions and why all of the businesses involved are benefiting from these networks

Evaluating the theoretical foundation of these business relationships and intercompany cooperation Strategic Networks offers you up to date information on the structures of Japanese firms by examining Karl Popper s ideas on critical rationalism and how Japanese companies follow his theories of problem solving questioning and developing knowledge explaining the system growth and game theories in order to completely understand a network and all of its facets exploring the ability to work with and navigate strategic networks when they are managed without strict plans or with unforeseen circumstances recognizing how networks enable the activation of entrepreneurs to develop future visions innovations and responsible leadership for the network Complete with illustrations to emphasize important points along with insight into networks in the twenty first century Strategic Networks offers information and research that will help you understand how Japanese networks operate and how Japanese firms are conducting business differently As a result you will learn how the changing values in Japanese society influence company structures and procedures and come to understand the unique workings and effective structures of strategic networks

The Enigmatic Realm of **The Centerless Corporation Transforming Your Organization For Growth And Prosperity**: Unleashing the Language is Inner Magic

In a fast-paced digital era where connections and knowledge intertwine, the enigmatic realm of language reveals its inherent magic. Its capacity to stir emotions, ignite contemplation, and catalyze profound transformations is nothing lacking extraordinary. Within the captivating pages of **The Centerless Corporation Transforming Your Organization For Growth And Prosperity** a literary masterpiece penned by way of a renowned author, readers attempt a transformative journey, unlocking the secrets and untapped potential embedded within each word. In this evaluation, we shall explore the book's core themes, assess its distinct writing style, and delve into its lasting affect the hearts and minds of those that partake in its reading experience.

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