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His latest books are Great Writers on Organizations: The Second Omnibus Edition (2000, Dartmouth Publishing, with David J. Hickson), How to Get a Ph.D. (4th ed., 2005, Open University Press, with Estelle M. Phillips), Management Worldwide (enhanced ed., 2001, Penguin Books, with David J. Hickson), and Anglo-German Business Collaboration: Pitfalls and Potentials (1996, Macmillan, with Dagmar ...

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"The book describes the contributions that many prominent management thinkers have made to the study of organizations and how they are managed. This omnibus edition of earlier successful books covers a wide range of writers across the whole of the Twentieth Century whose writings have had a great impact on organizational thinking and managerial behaviour." "Great early writers such as Henri Fayol, Frederick W. Taylor, and Max Weber are considered: as are the classical writings of Alfred D. Chandler, Peter F. Drucker and Frederick Herzberg among many others. Modern writers with great impact such as Oliver E. Williamson, Rosabeth Moss Kanter and Thomas J. Peters and Robert H. Waterman are discussed." "The volume is an indispensable introduction for the busy manager to what the great writers have to say on the key managerial subjects of how to organize and motivate."--BOOK JACKET.Title Summary field provided by Blackwell North America, Inc. All Rights Reserved

Great Writers on Organizations presents succinctly each of the contributions made by 80 of the most prominent management thinkers to the understanding of organizational behaviour and managerial thinking. Among those included are early theorists such as Henri Fayol, Frederick W. Taylor and Max Weber, classical writers such as Alfred D. Chandler, Peter Drucker and Frederick Herzberg, through to modern thinkers such as Oliver Williamson, Rosabeth Moss Kanter, and Charles Handy. New writers included in the Third Omnibus Edition are: Lex Donaldson, Stewart Clegg, Richard Whitley, Michel Foucault and Kathleen Eisenhardt. The volume is an indispensable resource for academics, students and managers on what the great writers have to say about the key managerial tasks of how to organize and motivate.

"This title was first published in 2000: A collection of the thoughts of many great writers on organizations. These writers are from a variety of different backgrounds. Some draw upon their expertise as practising managers, some on their knowledge of rational and local government administration, and some on the findings of their research work. All have attempted to draw together information and distil theories about how organizations function and how they should be managed. The volume seeks to provide a general overview of the field, and does not provide critical analysis of the views provided."--Provided by publisher.

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The Challenge Built to Last, the defining management study of the nineties, showed how great companies triumph over time and how long-term sustained performance can be engineered into the DNA of an enterprise from the very beginning. But what about the company that is not born with great DNA? How can good companies, mediocre companies, even bad companies achieve enduring greatness? The Study For years, this question preyed on the mind of Jim Collins. Are there companies that defy gravity and convert long-term mediocrity or worse into long-term superiority? And if so, what are the universal distinguishing characteristics that cause a company to go from good to great? The Standards Using tough benchmarks, Collins and his research team identified a set of elite companies that made the leap to great results and sustained those results for at least fifteen years. How great? After the leap, the good-to-great companies generated cumulative stock returns that beat the general stock market by an average of seven times in fifteen years, better than twice the results delivered by a composite index of the world's greatest companies, including Coca-Cola, Intel, General Electric, and Merck. The Comparisons The research team contrasted the good-to-great companies with a carefully selected set of comparison companies that failed to make the leap from good to great. What was different? Why did one set of companies become truly great performers while the other set remained only good? Over five years, the team analyzed the histories of all twenty-eight companies in the study. After sifting through mountains of data and thousands of pages of interviews, Collins and his crew discovered the key determinants of greatness -- why some companies make the leap and others don't. The Findings The findings of the Good to Great study will surprise many readers and shed light on virtually every area of management strategy and practice. The findings include: Level 5 Leaders: The research team was shocked to discover the type of leadership required to achieve greatness. The Hedgehog Concept (Simplicity within the Three Circles): To go from good to great requires transcending the curse of competence. A Culture of Discipline: When you combine a culture of discipline with an ethic of entrepreneurship, you get the magical alchemy of great results. Technology Accelerators: Good-to-great companies think differently about the role of technology. The Flywheel and the Doom Loop: Those who launch radical change programs and wrenching restructurings will almost certainly fail to make the leap. "Some of the key concepts discerned in the study," comments Jim Collins, "fly in the face of our modern business culture and will, quite frankly, upset some people." Perhaps, but who can afford to ignore these findings?

"This is not a book about charismatic visionary leaders. It is not about visionary product concepts or visionary products or visionary market insights. Nor is it about just having a corporate vision. This is a book about something far more important, enduring, and substantial. This is a book about visionary companies." So wrote Jim Collins and Jerry Porras in this groundbreaking book that shatters myths, provides new insights, and gives practical guidance to those who would like to build landmark companies that stand the test of time. Drawing upon a six-year research project at the Stanford University Graduate School of Business, Collins and Porras took eighteen truly exceptional and long-lasting companies -- they have an average age of nearly one hundred years and have outperformed the general stock market by a factor of fifteen since 1926 -- and studied each company in direct comparison to one of its top competitors. They examined the companies from their very beginnings to the present day -- as start-ups, as midsize companies, and as large corporations. Throughout, the authors asked: "What makes the truly exceptional companies different from other companies?" What separates General Electric, 3M, Merck, Wal-Mart, Hewlett-Packard, Walt Disney, and Philip Morris from their rivals? How, for example, did Procter & Gamble, which began life substantially behind rival Colgate, eventually prevail as the premier institution in its industry? How was Motorola able to move from a humble battery repair business into integrated circuits and cellular communications, while Zenith never became dominant in anything other than TVs? How did Boeing unseat McDonnell Douglas as the world's best commercial aircraft company -- what did Boeing have that McDonnell Douglas lacked? By answering such questions, Collins and Porras go beyond the incessant barrage of management buzzwords and fads of the day to discover timeless qualities that have consistently distinguished outstanding companies. They also provide inspiration to all executives and entrepreneurs by destroying the false but widely accepted idea that only charismatic visionary leaders can build visionary companies. Filled with hundreds of specific examples and organized into a coherent framework of practical concepts that can be applied by managers and entrepreneurs at all levels, Built to Last provides a master blueprint for building organizations that will prosper long into the twenty-first century and beyond.

Long a best-seller, this eagerly awaited Sixth Edition offers an illuminating overview of the field of organization studies through the views of leading writers whose ideas are presently the subject of much interest and debate. Authors Derek S. Pugh and David J. Hickson do a masterful job of capturing the essence of each writer's contribution to the field-providing coverage of all the classic and cutting edge theories in management today.

Personality and performance are intricately linked, and personality has proven to have a direct influence on an individual's leadership ability and style, team performance, and overall organizational effectiveness. In Personality and the Fate of Organizations, author Robert Hogan offers a systematic account of the nature of personality, showing how to use personality to understand organizations and to understand, evaluate, select, deselect, and train people. This book brings insights from a leading industrial organizational psychologist who asserts that personality is real, and that it determines the careers of individuals and the fate of organizations. The author's goal is to increase the reader's ability to understand other people--how they are alike, how they are different, and why they do what they do. Armed with this understanding, readers will be able to pursue their personal, social, and organizational goals more efficiently. A practical reference, this text is extremely useful for MBA students and for all those studying organizational psychology and leadership.

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Unlock your potential and finally move forward. A recent study showed that when doctors tell heart patients they will die if they don't change their habits, only one in seven will be able to follow through successfully. Desire and motivation aren't enough: even when it's literally a matter of life or death, the ability to change remains maddeningly elusive. Given that the status quo is so potent, how can we change ourselves and our organizations? In Immunity to Change, authors Robert Kegan and Lisa Lahey show how our individual beliefs--along with the collective mind-sets in our organizations--combine to create a natural but powerful immunity to change. By revealing how this mechanism holds us back, Kegan and Lahey give us the keys to unlock our potential and finally move forward. And by pinpointing and uprooting our own immunities to change, we can bring our organizations forward with us. This persuasive and practical book, filled with hands-on diagnostics and compelling case studies, delivers the tools you need to overcome the forces of inertia and transform your life and your work.

