

Reinventing Organizations Frederic Laloux

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Shortcut Edition
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Frederic Laloux Frederic Laloux Frédéric Laloux Shortcut Edition Shortcut Edition Frederic Laloux Jens O. Meissner Geoff Boyce Martin Kupiek Frédéric Laloux Alex Zabala Frank Boos William J. Byrnes Paul Brown Frédéric Laloux Judi Sheppard Missett Anna Jantscher Cindy Krzykowski Agnieszka Rzepka

every time humanity has shifted to a new stage of consciousness in the past it has invented a new way to structure and run organizations each time bringing breakthroughs in collaboration the organizations researched for this book have already cracked the code their founders have fundamentally questioned every aspect of management and have come up with entirely new organizational methods this book describes in practical detail how organizations large and small can operate in this new paradigm

10 year anniversary edition of the global bestseller with a new foreword and afterword by the author the way we manage organizations seems increasingly out of date survey after survey shows that a majority of employees feel disengaged from their companies the epidemic of organizational disillusionment goes way beyond corporate america teachers doctors and nurses are leaving their professions in record numbers because the way we run schools and hospitals kills their vocation government agencies and nonprofits have a noble purpose but working for these entities often feels soulless and lifeless just the same all these organizations suffer from power games played at the top and powerlessness at lower levels from infighting and bureaucracy from endless meetings and a seemingly never ending succession of change programs deep inside we long for soulful workplaces for authenticity community passion and purpose the solution according to many progressive scholars lies with more enlightened management but reality shows that this is not enough in most cases the system beats the individual when managers or leaders go through an inner transformation they end up leaving their organizations because they no longer feel like putting up with a place that is inhospitable to the deeper longings of their soul we need more enlightened leaders but we need something more enlightened organizational structures and practices but is there such a thing can we conceive of enlightened organizations in this groundbreaking book the author shows that every time humanity has shifted to a new stage of consciousness in the past it has invented a whole new way to structure and run organizations each time bringing extraordinary breakthroughs in collaboration a new shift in

consciousness is currently underway could it help us invent a radically more soulful and purposeful way to run our businesses and nonprofits schools and hospitals the pioneering organizations researched for this book have already cracked the code their founders have fundamentally questioned every aspect of management and have come up with entirely new organizational methods even though they operate in very different industries and geographies and did not know of each other's experiments the structures and practices they have developed are remarkably similar it's hard not to get excited about this finding a new organizational model seems to be emerging and it promises a soulful revolution in the workplace reinventing organizations describes in practical detail how organizations large and small can operate in this new paradigm leaders founders coaches and consultants will find this work a joyful handbook full of insights examples and inspiring stories

the uplifting message of reinventing organizations has resonated with readers all over the world and they have turned it one conversation at a time into a word of mouth phenomenon the book has helped shift the conversation from what's broken with management today to what's possible it is inspiring thousands of organizations corporations and nonprofits schools and hospitals to adopt radically more powerful soulful and purposeful practices the book resonates widely but not everyone has time to devote to a dense 360 page management book this illustrated version conveys the main ideas of the original book and shares many of its real life stories in a lively engaging way don't be surprised if you find it hard to put down and end up reading it almost in one sitting welcome to the conversation on next stage organizations

our summary is short simple and pragmatic it allows you to have the essential ideas of a big book in less than 30 minutes by reading this summary you will learn how a new conception of the company makes it possible to reconcile work with the deepest aspirations of each individual you will also learn that each advance in the history of mankind has been accompanied by a certain conception of management the majority of employees have no interest other than financial interest in their jobs a new business model is in the process of reconciling salaried work with the aspirations of individuals the company is becoming a living organism responsive to all internal and external signals from the market and society this model is based on the autonomy of teams and the conviction that each employee must be fully himself herself in order to bring added value to the company there is a consensus that a company can only succeed if it is led by a hierarchy that decides its strategy and organizes its operations but this model is running out of steam work is

no longer perceived as fulfilling and the current model of growth and over consumption is depleting the planet's resources a new organizational model is emerging that is more fulfilling more productive and more harmonious it is based on the collective intelligence and accomplishment of each individual through his or her work buy now the summary of this book for the modest price of a cup of coffee

bahnbrechend inspirierend eines der faszinierendsten bücher zur organisationsentwicklung des letzten jahrzehnts dies ist ein sehr wichtiges buch bedeutsam in vielerlei hinsicht sowohl angesichts der bahnbrechenden forschungsergebnisse einsichten ratschläge und empfehlungen die es enthält als auch aufgrund der genauso wichtigen fragen und herausforderungen auf die es hinweist ken wilber aus dem nachwort die programmatische aufforderung reinventing organizations mündet in einem organisationsmodell das strukturen wie praktiken nach neuartigen evolutionär integralen prinzipien ausrichtet im ergebnis steht die erkenntnis dass das leben und arbeiten in organisationen ebenso wie deren leistungsbeiträge für die gesellschaft radikal zum positiven verändert werden können aber hierzu muss nicht zuletzt die führung eine fortgeschrittene entwicklungsebene erreichen prof dr jürgen weibler autor des standardwerkes personalführung das buch gibt hoffnung und ganz konkrete hilfe zur lösung der probleme die wir an der schwelle von der postmoderne zu einem neuen zeitalter erleben in denen die traditionellen oder modernen organisationsformen den anforderungen und bedürfnissen der menschen nicht mehr gerecht werden eine leserin auf amazon com frederic laloux hat mit reinventing organizations das grundlagenbuch für die integrale organisationsentwicklung verfasst die breite sowie tiefe seiner analyse und beschreibung ganzheitlich selbstorganisierend und sinnerfüllend operierender unternehmen ist einzigartig das erste kapitel des buches gibt einen Überblick über die historische entwicklung von organisationsparadigmen bevor im zweiten kapitel strukturen die praxis und die kultur von organisationen die ein erfüllendes und selbstbestimmtes handeln der menschen ermöglichen anhand von ausgewählten beispielen vorgestellt werden auf die bedingungen hindernisse sowie herausforderungen bei der entwicklung dieser evolutionären organisationen wird in kapitel 3 eingegangen hier entwirft frederic laloux einen leitfaden für den weg hin zu einer ganzheitlich orientierten und sinnstiftenden organisation frederic laloux ist auch aufgrund dieses buches ein mittlerweile gefragter berater und coach für führungskräfte die nach fundamental neuen wegen der organisation eines unternehmens suchen er war associate partner bei mckinsey company und hält einen mba vom inseed

organizations of all kinds create a sense of purpose and sometimes incomparable performance that individuals cannot achieve alone this textbook examines the developments and changes that organizations should make in order to be successful in today's complex organizational environment the authors explain various models and concepts of organizational design highlight the important role played by agile management and self organization and reflect on the consequences these concepts have for practical organizational work the necessary organizational development can only be meaningfully and successfully implemented with consideration of the existing corporate culture and knowledge of the fundamentals of knowledge management so these are also taught in the textbook the overarching goal of organizational design is to promote the organization's resilience to crises after laying the foundations for this the penultimate chapter is dedicated to the aspect of resilience followed by an outlook for the future the didactic structure of the textbook includes learning objectives practical examples and case studies as well as learning comprehension questions and the opportunity to test your own knowledge with the springer nature flashcards this textbook has been recommended and developed for university courses in germany austria and switzerland

geoff boyce offers an exploration of one of the urgent challenges of our time how are we all going to get along together despite our differences he develops an insight by henri nouwen the creation of free space for the other applying this concept to the personal interpersonal and organisational he draws on personal insights and experiences and the contributions of scholars and public figures

this book shows an innovative way for managers to gain a better understanding of emotions in teams and organizational units and thus positively influence agile development in the context of digital transformation of companies digitalization does not just lead to technical changes it dramatically changes the way employees work with each other as well as how executives play their roles in an agile working environment middle management in particular loses power influence and relevance and customer relationships are subject to greater affectivity the result is an increased emotionalization of the actors which should be recognized and understood prior to designing the emotional landscape of the organization and to developing and implementing successful business models the author introduces various conventional and ai based instruments based on current research for handling emotions supported by practical concepts

unternehmen bewegen sich heute in einem unsicheren komplexen und volatilen umfeld viele herausforderungen brauchen ein grundlegendes umdenken gleichzeitig sind in vielen organisationen traditionelle problemlösungsverfahren und tradierte hierarchische strukturen vorhanden häufig sind mehrere kontexte relevant was für die beteiligten eine noch höhere stressbelastung bedeutet das buch ermöglicht auf ansprechende art ein grundlegendes verständnis von agiler transformation zu erlangen und daraus individuelle gestaltungsoptionen zu entwickeln es präsentiert einen orientierungsrahmen für change strategien und bringt ordnung ins chaos der tool vielfalt gleichzeitig bietet es neue methoden aus agilen kontexten an damit sich die chance für einen erfolgreichen change erhöht reale fallbeispiele werden beschrieben und kritisch reflektiert

the sixth edition of management and the arts has been revised and updated with the latest concepts theories and practices to meet the evolving demands faced by arts managers in cultural organizations around the world this comprehensive textbook covers a wide range of topics including planning strategy development leading marketing fundraising budgeting finance staffing and operations the book takes an interdisciplinary approach as it explores how arts managers and leaders can develop equitable collaborative and dynamic organizations that bring communities together to experience all the arts have to offer it also includes illustrations tables tools techniques and case studies that can be applied in a wide range of visual and performing arts organizations each chapter features terms learning outcomes real world examples and discussion questions designed to help students build skills develop strategies and understand options to consider in meeting the challenges faced by cultural organizations new to this edition an extensive focus on how arts managers and organizations can successfully engage in developing and implementing equity diversity and inclusion programs expanded content on leadership marketing social media and fundraising theories practices and ethics updated content about planning and assessment business models entrepreneurship and heuristics expanded coverage of organizational culture and its impact on programming operations and inclusion additional perspectives about leading in the arts examination of theories of motivation and communication and expanded discussion on leadership ethics integration of topics on operations budgeting and finance including technology and crm systems suggested additional readings website links and a broad array of other resources have been carefully gathered to help faculty guide students of performing arts programs and arts management courses as they explore what is required to work with artists board members staff funders volunteers and community leaders management and the arts includes access

to a companion website featuring a sample syllabus additional project assignments suggested resources and chapter by chapter powerpoint slides
managementandthearts.com

evidence from neuroscience shows that individuals and organizations are more successful when people are encouraged to take risks explore new ideas and channel their energies in ways that work for them and yet many organizations are filled with bullies vicious gossip undermining behaviours hijacking tactics political jockeying for position favouritism and other factors that instil fear and impede productivity it is no wonder that organizations are actively looking at how they can improve and maintain the psychological health and wellbeing of their employees to the benefit of all concerned the fear free organization reveals how our new understanding of the neurobiology of the self how the brain constructs the person can transform for the better the way our businesses and organizations work academic yet accessible the fear free organization addresses head on the issue that scared people spend a lot more time plotting their survival than working productively the book helps leaders understand the neurobiology of fear face the damage it is doing and replace it with building relationships managing energy flow and fostering trust it guides you in making your workplace one that is full of energy not adrenalin focused on possibility not profit and generates independent thinking not obedience so you can promote the psychological wellbeing that is strongly correlated with greater energy motivation and better cognitive function

le livre phénomène sur le management maintenant en format poche ouvrage de référence sur le management reinventing organizations s'est imposé comme un classique sur l'évolution des modèles organisationnels depuis sa parution en 2014 Frédéric Laloux dans une perspective révolutionnaire montre qu'à chaque fois que l'humanité est entrée dans une nouvelle ère de développement elle a inventé une façon inédite de penser le management l'auteur et chercheur renommé met en évidence un nouveau modèle en cours d'émergence le modèle opale fondé sur trois piliers la raison d'être évolutive la plénitude et l'auto gouvernance des entreprises pionnières ont déjà adopté ce nouveau modèle notamment buurtzorg une société de soins à domicile où les infirmiers et soignants s'auto organisent et ne chronomètrent pas leurs interventions vous ressentez un essoufflement durable chez vos collaborateurs vous souhaitez améliorer l'organisation de votre entreprise vous visez la réussite et l'épanouissement professionnel ne cherchez plus c'est le livre qu'il vous faut pour passer du rouge au vert

transform your passion into a profitable business with the help of the legendary entrepreneur who turned an innovative idea into a 100 million global powerhouse judi sheppard missett is a fitness icon who at just three years old discovered a passion for dance that would eventually fuel a global dance fitness empire after an early life spent honing her dancing skills and a career as a professional jazz dancer judi had an epiphany why not combine the art of jazz dancing with the science of exercise to help others achieve a healthier happier self image and life the wildly enthusiastic response from her first 15 students inspired her to launch jazzercise inc the world s leading dance fitness program with a cumulative 2 billion in global sales in building a business with beat judi reveals for the first time the secrets behind the company s five decades of enormous success in addition to helping millions of men and women improve their health and well being through the fun and fitness of dance judi has inspired 8 500 franchisees to achieve their dream of owning and running their own business now through powerful personal stories practical proven successful advice and insights judi shares how you too can transform your passion into a profitable business this inspirational guide will teach you how to create a successful business by discovering and defining your larger purpose use your unique perspectives and abilities to enhance the lives of others deftly handle everyday obstacles and unplanned events develop an open mindset and embrace innovation and new possibilities inspire your staff to connect to a purpose greater than day to day work and more filled with helpful tips smart strategies and no nonsense advice this book is essential reading for anyone who has ever dreamed of creating a thriving purpose driven business the author is living proof that when you re doing what you love it may not seem like work at all

führungskräfte im Spannungsfeld zwischen den persönlichen Bedürfnissen der Mitarbeitenden und den Interessen der Organisation der Wunsch von Mitarbeitenden weniger als reines Humankapital bzw Mittel zum Zweck von Organisationen betrachtet zu werden wird immer lauter die Organisation wiederum strebt nach Funktionalität Ziele und Aufgaben müssen erreicht werden dieses Spannungsfeld zwischen persönlichen Bedürfnissen der Mitarbeitenden und den Interessen der Organisation überfordert Führungskräfte die als Bindeglied zwischen beiden agieren müssen noch gibt es wenige Antworten auf die Frage wie eine sinnvolle leistungsbereite und realisierbare Beziehung zwischen Organisationen und Menschen aussehen kann es braucht daher neue Ideen und alternative Modelle in diesem Buch beschreiben die Autorinnen auf Basis des Phänomens der Resonanz von Hartmut Rosa eine sinnvolle Alternative zu bestehenden Konzepten der Beziehungsgestaltung zwischen Menschen und Organisation Inhalt die Sehnsucht nach der Ganzheit

die logik der organisation das menschliche potenzial die beziehung ist kompliziert der zwischenraum neue lösungsmöglichkeiten für eine lebendige beziehung die resonanzfähige organisation der resonanzfähige mensch resonanz erzeugen als führungskraft die wirkung von resonanz in veränderungsprozessen in die umsetzung kommen ein leitfaden transformation heute und in zukunft

master s thesis from the year 2021 in the subject leadership and human resources miscellaneous grade 1 3 university of applied sciences berlin language english abstract this master s thesis aims to investigate whether self leadership skills can be improved through mindfulness practices particularly meditation the study involves a quantitative anonymous examination of 138 volunteers over an eight week period during which participants engaged in daily five to ten minute meditation sessions and completed surveys assessing mindfulness and self leadership the central research question guiding this study is can mindfulness practices specifically meditation strengthen self leadership skills this question drives the empirical investigation into the potential link between mindfulness and self leadership aiming to provide practical insights into the effectiveness of mindfulness practices in personal and professional development drawing from organizational management psychology and neuroscience the theoretical framework of the thesis provides a foundational understanding of self leadership mindfulness and meditation by exploring how these concepts intersect the thesis seeks to elucidate the mechanisms underlying their potential impact on self leadership in the empirical section the methodology employed for the study is outlined detailing the research design survey construction and data analysis techniques through careful analysis of the collected data the study aims to discern any effects of meditation on self leadership skills while also considering potential demographic influences by bridging theory and practice this thesis endeavors to contribute to the understanding of how mindfulness practices particularly meditation can enhance self leadership skills it offers valuable insights for individuals and organizations seeking to leverage mindfulness practices for personal and professional growth in today s challenging work environments in summary this thesis serves as a platform for exploring the relationship between mindfulness and self leadership in a pragmatic and accessible manner aiming to provide actionable insights for fostering individual effectiveness and well being

this book offers practical insight into the changing ways in which organizations operate today building on a groundbreaking concept of teal organizations the book illustrates the practicality of advocating a lack of hierarchy of predetermined positions and the introduction of roles that come with clear

responsibilities constantly defined according to current needs first described by frederic laloux a teal organization is a ground breaking approach to managing organizations that is being adopted around the world which turns everyone into a leader this new paradigm rests on the ideas of wholeness evolutionary purpose employee autonomy and self management based on peer relationships its main assumption is the empowerment of the employee resulting in a change in workplace relationships and a more soulful and purposeful work environment drawing on the authors research across six different countries it presents the evolution of self management and entrepreneurial culture in the current age of economy 4.0 and examines how the teal concept has been implemented around the world it examines misconceptions surrounding this novel approach and diagnoses the practical problems connected with implementing it in the current uncertain times it will be of value to researchers academics managers and students in the fields of management and organizational studies

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