

A Quinta Disciplina Peter Senge

New York Times columnist Alina Tugend delivers an eye-opening big idea: Embracing mistakes can make us smarter, healthier, and happier in every facet of our lives. In this persuasive book, journalist Alina Tugend examines the delicate tension between what we're told—we must make mistakes in order to learn—and the reality—we often get punished for them. She shows us that mistakes are everywhere, and when we acknowledge and identify them correctly, we can improve not only ourselves, but our families, our work, and the world around us as well. Bold and dynamic, insightful and provocative, *Better by Mistake* turns our cultural wisdom on its head to illustrate the downside of striving for perfection and the rewards of acknowledging and accepting mistakes and embracing the imperfection in all of us.

Radical and hopeful -- *Presence* synthesises cutting-edge thinking, firsthand knowledge and ancient wisdom *Presence: Human Purpose and the Field of the Future* gives the reader an intimate look at the development of a new theory about change and learning. A book built around a series of wide-ranging conversations over a year and a half, Senge, Scharmer, Jaworski, and Flowers explore their own experiences and those of one hundred and fifty scientists and social and business entrepreneurs in an effort to explain how profound collective change occurs. Their journey of discovery articulates a new way of seeing the world, and of understanding our part in creating it -- as it is and as it might be. *Presence* explores the living fields that connect us to one another, to life more broadly, and, potentially, to what is "seeking to emerge." Seven capacities underlie our ability to see, sense, and realize new possibilities. Developing these capacities accesses a deeper level of learning that is the key to creating change that services the whole -- ourselves, our organizations and the communities of which we are a part.

Su organizacin tiene problemas para aprender de la experiencia? La habilidad para aprender ms rpido que su competencia puede llegar a ser su nica ventaja competitiva. Descubra los conceptos fundamentales que revolucionaron las teoras del management. "Las herramientas presentadas en este libro estn destinadas a destruir la ilusin de que el mundo est compuesto por fuerzas separadas. Cuando abandonamos esta ilusin podemos construir organizaciones inteligentes, donde la gente expande continuamente su aptitud, donde se cultivan nuevos y expansivos patrones de pensamiento y donde la gente aprende a aprender en conjunto," explica el autor. El best seller *La Quinta Disciplina* revolucion las teoras del management con la creacin del concepto "organizaciones que aprenden." Descrito por la revista *Fortune* como un "campeo intelectual y espiritual del cambio organizacional," Peter Senge cuestion los paradigmas ms populares de liderazgo y aprendizaje. El autor - docente del Massachusetts Institute of Technology (MIT) y director del Center for Organizational Learning at MIT's Sloan School of Management - describe cmo impulsar el aprendizaje en las organizaciones a fin de convertirlas en organizaciones inteligentes. Senge plantea que la habilidad para responder a los cambios y para aprender ms rpido que la competencia puede llegar a ser la nica ventaja competitiva. A partir del texto, el lector podr comprender los principios que renovaron los sistemas de trabajo y adquirir las herramientas para construir organizaciones inteligentes. Intermanagers.com

The true success of a nation can be measured by its ability to create, disseminate, and

utilize knowledge through education. A quality education instills in students the capability to add value to the economy through his or her skills, to participate in society, and to improve the overall wellness of his or her community. Systemic Knowledge-Based Assessment of Higher Education Programs offers theoretical and pedagogical research concerning the management of educational systems on both the national and international scale. Exploring the most effective ways to utilize intellectual capital, this publication implores educators to ensure that their students hone the skills necessary to interact in the globalized economy, using all of the information available to them. This book is a versatile asset for educators, administrators, government agencies, and students of education.

Do you have a grip on your business, or does your business have a grip on you? All entrepreneurs and business leaders face similar frustrations—personnel conflict, profit woes, and inadequate growth. Decisions never seem to get made, or, once made, fail to be properly implemented. But there is a solution. It's not complicated or theoretical. The Entrepreneurial Operating System® is a practical method for achieving the business success you have always envisioned. More than 80,000 companies have discovered what EOS can do. In Traction, you'll learn the secrets of strengthening the six key components of your business. You'll discover simple yet powerful ways to run your company that will give you and your leadership team more focus, more growth, and more enjoyment. Successful companies are applying Traction every day to run profitable, frustration-free businesses—and you can too. For an illustrative, real-world lesson on how to apply Traction to your business, check out its companion book, *Get A Grip*.

This is a timely and groundbreaking book from the bestselling author of "The Fifth Discipline" series and "Presence". "The Necessary Revolution" reveals how corporations and organizations are, in the face of looming environmental crises and pressure from social issues, finding solutions that ensure both long-term survival and real-time business success. "The Necessary Revolution" is destined to become the essential handbook for everyone who understands the need to act and work together now to create a sustainable world for ourselves and the generations to come. A revolution is underway, and spreading fast. Organizations everywhere are boldly leading the change from the dead-end of 'business as usual' to new strategies and transformative practices that promote a flourishing, sustainable world. Pragmatic and powerful, today's most innovative leaders know that revolutionary - not incremental - changes in the way we live and work are necessary for their, and our, survival. Brimming with inspiring stories from around the globe, and organizations ranging from Alcoa to Oxfam, DuPont to GE, "The Necessary Revolution" clearly shows that ordinary people at every level within every organization have the ability and innovative spirit to do extraordinary things. By working collaboratively across boundaries, they are amplifying their creativity to find unprecedented solutions in an intensely interdependent world. "The Necessary Revolution" contains a wealth of strategies to help anyone, regardless of role or title, build the confidence and competence to respond effectively to the greatest challenge of our time. It is destined to become the essential handbook for everyone who understands the need to act and work together - now - to create a sustainable world for ourselves and the generations to follow.

Para empezar : orientación - Cartilla de las cinco disciplinas / - El salón de clase : la

puerta abierta - Ver al aprendiz - Prácticas - Diálogo productivo - Pensar en sistemas / - La escuela : ingreso a la escuela - Visión escolar - La realidad actual - Desarrollo - Liderazgo / - La comunidad : identidad - Conexiones - Sostenibilidad.

How to create a company that not only sustains, but surpasses—that moves beyond the imperative to be "less bad" and embrace an ethos to be "all good" From the Inspired Protagonist and Chairman of Seventh Generation, the country's leading brand of household products and a pioneering "good company," comes a one-of-a-kind book for leaders, entrepreneurs, and change agents everywhere. The Responsibility Revolution reveals the smartest ways for companies to build a better future—and hold themselves accountable for the results. Thousands of companies have pledged to act responsibly; very few have proven that they know how. This book will guide them. The Responsibility Revolution presents fresh ideas and actionable strategies to commit your company to a genuine socially and environmentally responsible business and culture, one that not only competes but wins on values. Points the way for innovators and influencers to generate trust by becoming transparent, elicit people's passion and creativity, turn customers into collaborators, transform critics into allies, rewrite the rules and reinvent business Shows how to build a socially and environmentally responsible yet genuinely good company and an authentic brand Drawing on groundbreaking interviews with real-world change leaders, Hollender and Breen present lessons and insights from the "good company" parts of big companies like IBM and eBay, trailblazers like Patagonia and Timberland, and emerging dynamos like Linden Lab and Etsy The Responsibility Revolution equips people with the tactics, models, and mind-sets they need to compete in a world where consumers now demand that companies contribute to the greater good.

Leading Consciously addresses the issues of motivation, decision-making, communication, time management, effective learning, work psychology, organizational development, and self-mastery. The author weaves together the insights of some of the most remarkable leaders of the world whose lives embody great truths about leadership and self-transformation, masters such as M. K. Gandhi, Edmund Hillary, Mother Teresa, and Albert Einstein. Debashis Chatterjee is an international management thinker, Fulbright scholar, corporate philosopher, mystic, and writer. He is a member of the faculty in Behavioral Sciences at the Indian Institute of Management in Lucknow, India. An immensely popular speaker on the themes of spirituality and modern management, Chatterjee organizes frequent leadership retreats for diverse audiences of executives, doctors, scientists, political leaders, and social service workers in India and around the world.

MORE THAN ONE MILLION COPIES IN PRINT • “One of the seminal management books of the past seventy-five years.”—Harvard Business Review This revised edition of the bestselling classic is based on fifteen years of experience in putting Peter Senge's ideas into practice. As Senge makes clear, in the long run the only sustainable competitive advantage is your organization's ability to learn faster than the competition. The leadership stories demonstrate the many ways that the core ideas of the Fifth Discipline, many of which seemed radical when first published, have become deeply integrated into people's ways of seeing the world and their managerial practices. Senge describes how companies can rid themselves of the learning blocks that threaten their productivity and success by adopting the strategies of learning

organizations, in which new and expansive patterns of thinking are nurtured, collective aspiration is set free, and people are continually learning how to create the results they truly desire. Mastering the disciplines Senge outlines in the book will:

- Reignite the spark of genuine learning driven by people focused on what truly matters to them
- Bridge teamwork into macrocreativity
- Free you of confining assumptions and mindsets
- Teach you to see the forest and the trees
- End the struggle between work and personal time

This updated edition contains more than one hundred pages of new material based on interviews with dozens of practitioners at companies such as BP, Unilever, Intel, Ford, HP, and Saudi Aramco and organizations such as Roca, Oxfam, and The World Bank.

Los primeros pasos - Pensamiento sistémico - Dominio personal - Modelos mentales - Visiones compartidas - Aprendizaje en equipo - Aplicaciones prácticas - Fronteras - Apostilla.

The core purpose of social enterprise is to create value for the betterment of society. This aim lies at the center of the framework and is the end toward which all other elements in the framework must contribute. Greater alignment of these elements with the central purpose produces higher organizational coherence which contributes to superior performance.

Explores the theme of organizational learning. Provides an investigation of the consequences of building a sustainable work community for human resource management, strategic planning and organisational structure. A case is made for a public debate on corporate governance and the reallocation of power in a company. The author brings his innovative system of forging instant connections to the workplace, providing the fundamentals for creating and maintaining effective business relationships.

A quinta disciplina, agora em uma edição revista e ampliada, com exemplos de como grandes corporações aplicaram os ensinamentos deste livro e obtiveram resultados extraordinários. A quinta disciplina é, na verdade, a síntese de outras quatro, que, segundo Peter Senge, são fundamentais para o sucesso de uma empresa, independentemente do ramo ou do tamanho. Sucesso no Brasil e no mundo desde sua primeira edição, o livro traz programas de aprendizagem baseados em cinco importantes "disciplinas": domínio pessoal, modelos mentais, visão compartilhada, aprendizagem em equipe e pensamento sistêmico.

This book contains a series of papers that were presented during the Sixth IEA International Symposium on Human Factors in Organizational Design and Management (ODAM '98). The Symposium was sponsored jointly by the International Ergonomics Society, the Dutch Ergonomics Society, NIA TNO and The Ministry of Social Affairs and Employment. These experiences include new ideas, research results, tools, and applications of human-organization interface technology to improving work systems. New technology, changing work force demographics, changing attitudes and values about work and what constitutes real quality of work life, have heightened the need for a true systems approach to optimizing the interfaces between humans, technology and organizational structures and processes. Growing world competition, and the related need to make organizations more productive and efficient, have further intensified this

need to improve work systems. This need is reflected in the rapid development of macroergonomics methods and applications since the first of these ODAM Symposia in 1984. What then was recognized by only a few researchers and practitioners has now become a widely accepted part of the human factors/ergonomics discipline. As demonstrated by the papers contained herein, application of macroergonomics is having a very real positive impact on sociotechnical systems internationally. Included in this volume are a broad selection of papers on theory, methodology, tools, research findings, and case studies from leading professionals throughout the world. This volume thus provides the reader with some of the latest developments in human-organization interface technology. Collectively, these papers should provide the reader with a good conceptual understanding of the ergonomic approach to work system design, and of its tremendous potential for improving work systems and the human condition in all cultures.

Las organizaciones que utilizan prácticas colectivas de aprendizaje - como centro de competencia - están bien preparadas para prosperar en el futuro, porque serán capaces de desarrollar cualquier habilidad que se requiera para triunfar. En otras palabras, la capacidad de ganancia futura de cualquier organización está directa y proporcionalmente relacionada con su habilidad y capacidad para aprender cosas nuevas. De este modo, las organizaciones que prosperarán en el futuro serán "organizaciones inteligentes", organizaciones que explotarán la experiencia colectiva, talentos y capacidades de cada persona para aprender a cómo triunfar en conjunto. El aprendizaje se convertirá en una forma de vida y en un proceso continuo, en vez de una parte específica de la carrera de una persona. Para las corporaciones, el aprendizaje es vital para su éxito futuro.

La Quinta Disciplina es el primer libro de Management del siglo XXI. Una obra precursora sobre la construcción de organizaciones inteligentes, abiertas al aprendizaje. A partir de un auténtico enfoque interdisciplinario, Peter Senge, Director de Pensamiento de Sistemas y Aprendizaje Organizacional del MIT, despliega su singular visión y nos ubica en las fronteras del pensamiento organizativo, mostrando cómo serán las Organizaciones capaces de sobreponerse a las dificultades y cómo reconocer amenazas y enfrentar nuevas oportunidades. Su lectura es una cautivante invitación a revisar nuestra forma de pensar la organización. Peter M. Senge es director de Pensamiento de Sistemas y Aprendizaje Organizacional de la Sloan School of Management del MIT y socio fundador de la consultora Innovation Associates, de Massachusetts. Ha formado cientos de gerentes en empresas como Ford, Digital, Apple, Procter & Gamble, AT&T, Herman Miller, Hanover Insurance y Shell.

With climate change in the news, an urban core that has reached boiling point, and many children growing up without role models and with limited dreams, where is hope? There is a quiet experiment in Milwaukee that is turning heads. It starts with the simplicity of getting a city kid exploring their neighborhood park.

How is it that so much life, community, and opportunity can grow from this unlikely soil? It's been called a miracle. It's contagious. It's spreading. It's exciting. And it works! This is the story of a group of ordinary people in a neighborhood who created something extraordinary. Readers will discover... the power of getting a city kid outside in nature; that kindness does work; how to say no while following the yes; the value of clarity and focus; how to find abundance within their own diverse community by simply and humbly asking for help; ten tried and tested rules for raising money (a lot of it!) while having a ton of fun doing it; a positive, believable, and very real vision for the future of the environment (we've got this!); and... how to join the Urban Ecology movement. From a co-founder of Pixar Animation Studios—the Academy Award–winning studio behind *Coco*, *Inside Out*, and *Toy Story*—comes an incisive book about creativity in business and leadership for readers of Daniel Pink, Tom Peters, and Chip and Dan Heath. **NEW YORK TIMES BESTSELLER | NAMED ONE OF THE BEST BOOKS OF THE YEAR BY The Huffington Post • Financial Times • Success • Inc. • Library Journal Creativity, Inc.** is a manual for anyone who strives for originality and the first-ever, all-access trip into the nerve center of Pixar Animation—into the meetings, postmortems, and “Braintrust” sessions where some of the most successful films in history are made. It is, at heart, a book about creativity—but it is also, as Pixar co-founder and president Ed Catmull writes, “an expression of the ideas that I believe make the best in us possible.” For nearly twenty years, Pixar has dominated the world of animation, producing such beloved films as the *Toy Story* trilogy, *Monsters, Inc.*, *Finding Nemo*, *The Incredibles*, *Up*, *WALL-E*, and *Inside Out*, which have gone on to set box-office records and garner thirty Academy Awards. The joyousness of the storytelling, the inventive plots, the emotional authenticity: In some ways, Pixar movies are an object lesson in what creativity really is. Here, in this book, Catmull reveals the ideals and techniques that have made Pixar so widely admired—and so profitable. As a young man, Ed Catmull had a dream: to make the first computer-animated movie. He nurtured that dream as a Ph.D. student at the University of Utah, where many computer science pioneers got their start, and then forged a partnership with George Lucas that led, indirectly, to his co-founding Pixar in 1986. Nine years later, *Toy Story* was released, changing animation forever. The essential ingredient in that movie’s success—and in the thirteen movies that followed—was the unique environment that Catmull and his colleagues built at Pixar, based on leadership and management philosophies that protect the creative process and defy convention, such as: • Give a good idea to a mediocre team, and they will screw it up. But give a mediocre idea to a great team, and they will either fix it or come up with something better. • If you don’t strive to uncover what is unseen and understand its nature, you will be ill prepared to lead. • It’s not the manager’s job to prevent risks. It’s the manager’s job to make it safe for others to take them. • The cost of preventing errors is often far greater than the cost of fixing them. • A company’s communication structure

should not mirror its organizational structure. Everybody should be able to talk to anybody.

International businesses struggle to be competitive and influential at the global market level. With the new ideas in the management and leadership disciplines, hard skills are losing or are believed to be losing their strategic relevance while soft skills are praised and highly sought after. The Handbook of Research on International Business and Models for Global Purpose-Driven Companies, a pivotal reference source, provides vital research on international business management strategies and applications within internal organizations that allow companies to strategically position themselves for increased success in the global economy. While highlighting topics such as organizational culture, internal communication, and generational workforce, this publication explores leadership disciplines as well as the methods of handling multicultural organizations. This book is ideally designed for entrepreneurs, executives, managers, business professionals, human resource officials, researchers, academicians, and students.

Parte I - Como as nossas ações criam a nossa realidade ... e como podemos modificá-la; Parte II - A quinta disciplina: a pedra fundamental da organização que aprende; Parte III - As disciplinas essenciais: construindo a organização que aprende; Parte IV - Protótipos; Parte V - Coda.

El arte y la práctica de la organización abierta al aprendizaje.

Since Peter Senge published his groundbreaking book *The Fifth Discipline*, he and his associates have frequently been asked by the business community: "How do we go beyond the first steps of corporate change? How do we sustain momentum?" They know that companies and organizations cannot thrive today without learning to adapt their attitudes and practices. But companies that establish change initiatives discover, after initial success, that even the most promising efforts to transform or revitalize organizations—despite interest, resources, and compelling business results—can fail to sustain themselves over time. That's because organizations have complex, well-developed immune systems, aimed at preserving the status quo. Now, drawing upon new theories about leadership and the long-term success of change initiatives, and based upon twenty-five years of experience building learning organizations, the authors of *The Fifth Discipline Fieldbook* show how to accelerate success and avoid the obstacles that can stall momentum. *The Dance of Change*, written for managers and executives at every level of an organization, reveals how business leaders can work together to anticipate the challenges that profound change will ultimately force the organization to face. Then, in a down-to-earth and compellingly clear format, readers will learn how to build the personal and organizational capabilities needed to meet those challenges. These challenges are not imposed from the outside; they are the product of assumptions and practices that people take for granted—an inherent, natural part of the processes of change. And they can stop innovation cold, unless managers at all levels learn to anticipate them and recognize the hidden rewards in each challenge, and the potential to spur further growth. Within the frequently encountered challenge of "Not Enough Time," for example—the lack of control over time available for innovation and learning initiatives—lies a valuable opportunity to reframe the way people organize

their workplaces. This book identifies universal challenges that organizations ultimately find themselves confronting, including the challenge of "Fear and Anxiety"; the need to diffuse learning across organizational boundaries; the ways in which assumptions built in to corporate measurement systems can handcuff learning initiatives; and the almost unavoidable misunderstandings between "true believers" and nonbelievers in a company. Filled with individual and team exercises, in-depth accounts of sustaining learning initiatives by managers and leaders in the field, and well-tested practical advice, *The Dance of Change* provides an insider's perspective on implementing learning and change initiatives at such corporations as British Petroleum, Chrysler, Dupont, Ford, General Electric, Harley-Davidson, Hewlett-Packard, Mitsubishi Electric, Royal DutchShell, Shell Oil Company, Toyota, the United States Army, and Xerox. It offers crucial advice for line-level managers, executive leaders, internal networkers, educators, and others who are struggling to put change initiatives into practice.

Este libro contiene el paquete completo de las cincuenta habilidades del líder en lo individual y lo colectivo. También las doce habilidades gerenciales y once directivas. En su interior encontraras tres formatos de auto evaluación que te permitirán identificar el nivel de desarrollo de cada una de las habilidades y una pequeña descripción de cada una de ellas. Es autor también publicó el libro "Creo lo que Creo" que contiene el segundo paquete de herramientas de la metodología del coaching transformacional. Así como el libro "El despertar de la conciencia" que contiene el primer paquete de herramientas de la metodología del coaching transformaciona

Senge's best-selling *The Fifth Discipline* led Business Week to dub him the "new guru" of the corporate world; here he offers executives a step-by-step guide to building "learning organizations" of their own.

A systematic look at how relationships determine the success of leaders and their enterprises, along with tools to help strengthen and change them Since time immemorial, relationships have determined the fate of leaders. But today they are more critical to success than ever. No longer can leaders count on long time horizons or sloppy competition to make up for the inefficiencies that poor relationships create. Leaders must make decisions and take actions quickly and well with others, even those with whom they share very little?perhaps not even a time zone. This new world puts relationships at the center of what leaders must understand and master to succeed. Uses in-depth observational studies and clinical research to explore how relationships at the top of organizations work, develop, and change Shows how to understand, strengthen, and transform these relationships, so they can withstand the most intense pressures and conflicts This important book features a Foreword by Peter Senge, author of *The Fifth Discipline*.

A guide to establishing learning organizations within existing companies provides exercises for individuals and teams, suggested approaches, and success stories

El presente trabajo, es un tema que se ubica, dentro de uno mayor llamado Inteligencias multiples. Mi propuesta es desarrollar siete inteligencias prioritarias, acordes con el ideal constitucional (...desarrollar armonicamente, todas las facultades del ser humano. Art. 3). Al desarrollar estas siete capacidades (meta-normas), desarrollariamos una cultura juridica tal, que estimularia una conducta acorde con la legalidad y esto evitaria un sinnúmero de acciones, fuera del orden."

The tourism industry is an industry of people and is directly dependent on the

performance of activities, skills, professionalism, quality, and competitiveness. Approaching the perspective of people management stresses the need to humanize companies, making empowerment and commitment easier. These are key to setting "talents" and, more importantly, to encouraging these individuals to put their creative capacities to the service of the companies for which they work. Only by being collaborative internally does business gain competitive capacity in the global marketplace. This aspect is crucial in tourism in the face of strong and growing competition in the sector. Human Capital and People Management in the Tourism Industry is a crucial reference source that reveals groundbreaking human resource policies for tourism destinations, revolutionary human capital managerial business approaches in tourism, innovative tourism training perspectives, and new tourism qualification prospects. Featuring research on topics such as intellectual capital, human resource management, and financial performance, this book is ideally designed for business managers, entrepreneurs, human resource officers, industry professionals, academicians, students, and researchers.

We've all had those perfect moments when events that could never be predicted, let alone controlled, remarkably seem to guide us along our path. Carl Jung called this phenomena "synchronicity" – "a collaboration between persons and events that seems to enlist the cooperation of fate." In this book, Joseph Jaworski argues that the right state of mind will make you the kind of person who can enlist the cooperation of fate and take advantage of synchronicity, creating the conditions for "predictable miracles." If you are tired of being the victim of circumstances, this book will teach you to be the kind of person who creates your own circumstances. Jaworski shares the story of his own escape from an inauthentic life and his journey into a world filled with possibility. He maps out the inner path of leadership for those who feel the call to achieve their full potential, using his own life story to teach readers a greater truth. He examines the fundamental shifts of mind that free us to seek out the power of synchronicity. After reading this book, you will discover your own power to help those realities unfold. You will learn to "listen" to realities that want to emerge in this world and acquire the courage to help them be born. "Synchronicity illustrates that leadership is about the release of human possibilities, about enabling others to break free of limits – created organizationally or self-imposed. Although this book describes the author's personal journey, it contains profound messages about organizational learning and effectiveness." – Scientific American

En undersøgelse af vores opfattelse af verden og om vores beslutninger, som er med til at skabe og forandre samfundet i årene fremover

La obra tiene como propósito ofrecer las nuevas tendencias de la gestión de recursos humanos, partiendo de una relación laboral. Plantea definiciones claras y precisa sobre Puestos de trabajo, Proceso de selección e incorporación dde personal, Capacitación y desarrollo, Evaluación de desempeño, Remuneraciones y beneficios y Desvinculación laboral.

Peter Senge presenta sus principios de desarrollo organizacional que incluyen el cómo crear y mantener una organización que se mantiene aprendiendo. Se presentan varios casos de estudio en los que se muestra cómo se incluyeron los principios de aprendizaje organizacional con gran éxito dentro de ellas. Los casos son : Intel, El periódico Herald de Calgary, Compañía Albany Ladder.

Praise for *Leading Organization Design* "Sheds light on the challenges of organization design in a complex enterprise and more importantly provides an insightful and practical roadmap for business decisions." —Randy MacDonald, SVP, human resources, IBM "Designing organizations for performance can be a daunting task. Kesler and Kates have done an admirable job distilling the inherent complexity of the design process into manageable parts that can yield tangible results. *Leading Organization Design* provides an essential hands-on roadmap for any business leader who wants to master this topic." —Robert Simons, Charles M. Williams Professor of Business Administration, Harvard Business School "Kesler and Kates have encapsulated their wealth of knowledge and practical experience into an updated model on organizational design that will become a new primer on the subject." —Neville Isdell, retired chairman and CEO, The Coca-Cola Company "In today's world of global business, organizational design is a critical piece of long-term success. Kesler and Kates have captured multiple approaches to optimize global opportunities, while highlighting some of the keys to managing through organizational transition. A great read for today's global business leaders." —Charles Denson, president, Nike Brand "Leading Organization Design has some unique features that make it valuable. It is one of the few and certainly only recent books to take us through an explicit process to design modern organizations. This is accomplished with the five-milestone process. The process is not a simple cookbook. Indeed, the authors have achieved a balance between process and content. In so doing, Kesler and Kates show us what to do as well as how to do it." —Jay Galbraith, from the Foreword

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