

team management, agile scaling, and the business lifecycle, this essential resource provides a solid approach to grow at the right pace and stay lean. This book will enable you to: Apply 42 effective tools to sustain and accelerate your business growth Avoid the mistakes and pitfalls associated with rapid business growth or organizational change Develop a clear growth plan to integrate into your overall business model Structure your business for rapid scaling and efficient management Startup, Scaleup, Screwup: 42 Tools to Accelerate Lean & Agile Business Growth is a must-read for entrepreneurs, founders, managers, and senior executives. Author Jurgen Appelo shares his wisdom on the creative economy, agile management, innovation marketing, and organizational change to provide a comprehensive guide to business growth. Practical methods and expert advice make this book an essential addition to any business professional's library.

How can programs and organizations ensure they are adhering to core principles--and assess whether doing so is yielding desired results? From evaluation pioneer Michael Quinn Patton, this book introduces the principles-focused evaluation (P-FE) approach and demonstrates its relevance and application in a range of settings. Patton explains why principles matter for program development and evaluation and how they can serve as a rudder to navigate the uncertainties, turbulence, and emergent challenges of complex dynamic environments. In-depth exemplars illustrate how the unique GUIDE framework is used to determine whether principles provide meaningful guidance (G) and are useful (U), inspiring (I), developmentally adaptable (D), and evaluable (E). User-friendly features include rubrics, a P-FE checklist, firsthand reflections and examples from experienced P-FE practitioners, sidebars and summary tables, and end-of-chapter application exercises. ÿ

This book offers an ecological perspective to understand the opportunities and complexities of spreading and sustaining educational innovations. It explores the imperatives underpinning educational reforms and identifies the role of schools in developing, disseminating, and sustaining changes in Singapore's educational context. It also includes international case studies that examine the dialectical relationships between structure, people and culture and demonstrate that cultivating ecologies involves leveraging affordances and resources across the education system to create new contexts, synergies and capacities. Further, it argues that educational innovations and reforms also need to consider tacit knowledge and conditions of transfer, which may be ambiguous and challenging. Few books address the nuances and interactions of innovation and change across levels of the education ecology – from the micro (classroom), meso (organisation / school), exo (partners), macro (policy) and chrono (time scales) levels. The ecological perspective adopted in this book explores the dynamic tensions in order to understand the interplays of policy and school-level influences that contextualize school innovations. By presenting multiple voices and views, it allows impediments and affordances of innovation diffusion to be

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unpack the principles that help to cascade excellence throughout an organization, as well as show how to eliminate destructive beliefs and behaviors that will hold them back. *Scaling Up Excellence* is the first major business book devoted to this universal and vexing challenge and it is destined to become the standard bearer in the field.

This book focuses on one question: How can large companies generate business impact from non-incremental innovation? The situation seems paradox. Winning in non-incremental innovation should be the domain of large corporates, not of greenfield startups. Yet, 7 out of 8 corporate startups do not generate business impact. And the media is full of stories that greenfield startups are attacking and even 'disrupting' incumbents. To stack the odds for success, large corporates have tried to emulate the methods and approaches of greenfield startups. They set up explorative innovation units (called Innovation Centers, Incubators, Accelerators, Digital Labs, Innovation Outposts, Fab Labs, Maker Spaces, etc.). Around the globe there are more than 600 of these. But returns on innovation are decreasing - despite increasing investments into innovation. So apparently there is a problem. We think that the root cause - and hence the Archimedean point for solving the problem - lies in one part of the end-to-end innovation process. Corporates need to think one step further, beyond their explorative innovation units. They need to actively shape the phase that comes after a promising innovation concept has been found and validated. We call this phase *Scaling-Up*. In this phase, business impact is generated. Success in this phase requires an orchestrated interplay between the corporate startup and the core organization, built on a solid methodology. The book is written for Top Managers and members of the Board who are concerned about the business impact that their innovation investments create. It is also written for corporate practitioners working in explorative innovation units, in Corporate Innovation Management, Corporate Research, Group Technology, Corporate Strategy, Corporate In-house Consulting or in comparable functions. And we also had Senior Management from Business Units (BUs) in mind when we wrote this book. With excellence in *Scaling-Up*, a corporate startup has the entrepreneurial momentum of a small company and (by leveraging the assets of its parent company) an 'unfair advantage' in the innovation race. With every successful corporate scaleup, the company not only increases growth, EBIT and market cap - it also actively reshapes its core business for tomorrow. Without excellence in *Scaling-Up*, validated innovation concepts will not generate business impact. In other words, if a company is not good in *Scaling-Up*, all work done in the Ideation and Validation phases is just a costly hobby. This book draws on our extensive consulting experience in this space and is co-written with our clients. We assembled a cross-industry 'Peer Group' of well-known, large European companies - all of them widely seen as good innovators or even innovation leaders. In the process, the group members analyzed relevant research, shared their Good Practices, developed and validated methodological frameworks and helped each other in Peer Coaching. The reader of this book can benefit from the Peer Group's work and findings. Some readers might be more interested in 'how-to' methods, others more in practical experiences. This book contains both. It is organized in four parts Part 1 - '*UNDERSTAND*' provides the thinking framework for excellence in *Scaling-up*. Part 2 - '*PREPARE*' takes a closer look into the phase that precedes *Scaling-Up*. Part 3 - '*SCALING-UP*' presents the framework for effective *Scaling-Up* that the Peer Group has co-created. Part 4 - '*BUILDING THE ORGANIZATIONAL CAPABILITY*' features

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real life cases on how BP, Robert Bosch, Orange, SIX, Telefonica, TRUMPF and TÜV Rheinland are aiming for excellence in Scaling-Up.

Organizations need to be able to scale to survive. In their 2014 book, *Scaling Up Excellence*, Robert I. Sutton and Huggy Rao share research-backed strategies that can help organizations replicate excellence in new places and successfully scale. This audiobook summary distills some of the key lessons in *Scaling Up Excellence* into a series of concise clips. Learn how to navigate between standardization and local variation, find the approach that best fits your company, eliminate redundant processes, clear out negative practices, and more. Note: This audiobook summary was produced by Blinkist. We are pleased to host this content in our library.

This fourth edition of the book provides readers with a detailed explanation of PLM, enabling them to gain a full understanding and the know-how to implement PLM within their own business environment. This new and expanded edition has been fully updated to reflect the numerous technological and management advances made in PLM since the release of the third edition in 2014, including chapters on both the Internet of Things and Industry 4.0. The book describes the environment in which products are ideated, developed, manufactured, supported and retired before addressing the main components of PLM and PLM Initiatives. These include product-related business processes, product data, product data management (PDM) systems, other PLM applications, best practices, company objectives and organisation. Key activities in PLM Initiatives include Organisational Change Management (OCM) and Project Management. Lastly, it addresses the PLM Initiative, showing the typical steps and activities of a PLM project or initiative. Enhancing readers' understanding of PLM, the book enables them to develop the skills needed to implement PLM successfully and achieve world-class product performance across the lifecycle.

Scaling Up Excellence Getting to More Without Settling for Less : Book Review

In this volume, twelve prominent management scholars provide retrospective accounts of their success. Through these stories, early-stage and mid-career scholars will gain insight on how to develop influential research and remain highly productive. These insights include how to develop sharp observations of organizational phenomena, how to ask important research questions, and how to transform these questions into potentially fruitful realms of research. The book also offers resources for developing essential collaborative relationships, managing the peer review and publication process, and disseminating findings.

About This Book This book, "Managing Digital: Concepts and Practices", is intended to guide a practitioner through the journey of building a digital-first viewpoint and the skills needed to thrive in the digital-first world. As such, this book is a bit of an experiment for The Open Group; it isn't structured as a traditional standard or guide. Instead, it is structured to show the key issues and skills needed at each stage of the digital journey, starting with the basics of a small digital project, eventually building to the concerns of a large enterprise. So, feel free to digest this book in stages — the section Introduction for the student is a good guide. The book is intended for both academic and industry training purposes. This book seeks to provide guidance for both new entrants into the digital workforce and experienced practitioners seeking to update their understanding on how all the various themes and

components of IT management fit together in the new world. About The Open Group Press The Open Group Press is an imprint of The Open Group for advancing knowledge of information technology by publishing works from individual authors within The Open Group membership that are relevant to advancing The Open Group mission of Boundaryless Information Flow™. The key focus of The Open Group Press is to publish high-quality monographs, as well as introductory technology books intended for the general public, and act as a complement to The Open Group Standards, Guides, and White Papers. The views and opinions expressed in this book are those of the author, and do not necessarily reflect the consensus position of The Open Group members or staff. Most of us worry that we're not very good negotiators - too quick to concede or too abrupt in our approach. But negotiation is present in almost every social interaction - we cannot avoid it. Neale and Lys present a practical new approach that will help you master this crucial everyday skill in every situation. Instead of focusing on reaching agreement at any cost, Neale and Lys reveal how to overcome our psychological biases and assess the hidden value in any negotiation. They explain how to know what a good deal is; when to negotiate and when to walk away; why keeping a straight face can prevent you from getting the best deal; when to make the first offer and when to wait; and why meeting in the middle can result in both sides being worse off. Drawing on three decades of ground-breaking research into behavioural economics, psychology and strategic thinking, Getting (More of) What You Want will revolutionise the way you approach negotiation. Whether you're looking for a better deal on your new car, asking for a pay rise, selling your company or just deciding who does the washing up, this book will help you become a more successful, more efficient negotiator - and get more of exactly what you want.

Pomoc! Kretění útočí! Robert Sutton, profesor Stanfordské univerzity, se hledáním odpovědi na otázku co dělat, když narazím na kretěna, zabývá již řadu let a kniha Jak přežít kretěny je aktuálním shrnutím toho nejlepšího, na co přišel na základě seriózního zkoumání lidí, kteří se ke svým bližním chovají sprostě. Předkládá v ní rady, jak jednat s lidmi, kteří ty ostatní systematicky deptají, urážejí, ponižují a všemožně jim otravují život. Kniha je zaměřena na pracovní prostředí, ale její doporučení lze využít kdekoliv.

Break free to make real change for yourself and others Have you ever felt like your progress was being blocked, not just by your own circumstances, but by the presence and actions of others? Freedom to Change releases you from the trap of constantly telling yourself that you'd be more successful at teaching, leading, or contributing to an organization if only others didn't stand in your way. In his engaging, irreverent style, bestselling author Michael Fullan explores the two kinds of freedom in our daily lives: freedom from obstacles versus freedom to take initiative and act. Gaining freedom from barriers has no value in itself until it is partnered with an equally determined sense of what you truly want. What change would you like to bring about for yourself or those around you? Given that human nature and productivity are fundamentally social, Fullan prescribes four dynamically interrelated actions we can take: Consciously seeking a balance between our own autonomy and cooperation with others Improving the feedback exchange—giving more valuable responses, as well as eliciting, hearing, and accepting feedback more effectively Building accountability to others into the fabric of our working lives Finding ways to influence others with the changes

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we've made and want to spread Illustrated and enriched with examples from education, business, and nonprofit sectors, Freedom to Change offers recommendations for both individuals and organizations seeking to enhance connectedness and independence. A practical guide to evidence-based school leadership demonstrating the benefits that can be gained from engaging with robust educational research and offering clear guidance on applying meaningful lessons to practice.

The world needs great individual educational changemakers capable of identifying problems and creating bold, scalable solutions. But the world also needs Dream Teams —groups of talented administrators, teachers, staff, students, and community members who are passionate about making things better for kids, believe that school-based change is the means to this end, and are willing to roll up their sleeves and work together to achieve it. This book is for Dream Teams in the making. In it, rising global education leaders Aaron Tait and Dave Faulkner share the models and methods of 10 brilliant leadership teams at urban, suburban, and rural schools in the United States, Canada, Australia, and New Zealand. Informed by these successes, the authors provide specific, sometimes audacious advice for navigating what they call the Change Leader Journey: how to move from Dream Team assembly and problem analysis all the way through to solution generation, piloting, promotion, and evaluation. Innovative educators come in all forms, and they require lots of options. Here, you'll find a collection of practical ideas and tools designed to fuel transformational leadership without sacrificing instructional excellence or anyone's sanity. Whether your team is a group of fearless rebels, more cautious types, or somewhere in between, Tait and Faulkner's flexible approach can help you figure out where you want your school to go, build a more collaborative and creative culture, and generate the solutions that best serve your students.

thimblesofplenty est un groupe d'amis qui sont également des businessmen et des fervents lecteurs. Nous voulions suivre les derniers livres de business mais nous trouvions que le temps était un facteur important à prendre en compte. Nous avons donc divisé le travail et chacun d'entre nous a pris un livre et l'a résumé pour les autres. Nous pensions que cela pouvait être une excellente idée de partager ces résumés avec vous. Pour un prix réduit et un investissement de 3 minutes, nos résumés vous offrent un peu de sagesse du livre, de quoi alimenter vos pensées et avec espérons-le, vous donneront envie de prendre le temps de lire le livre en entier.

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"In Scaling Up Excellence, bestselling author Bob Sutton and Stanford colleague Huggy Rao tackle the topic that obsesses businesses large and small, from start-ups to Fortune 500 companies--how to scale up their businesses and spread excellence throughout the organizational culture"--

Thimblesofplenty ist eine Gruppe von Freunden, die zufällig auch Geschäftsleute und Bücherwürmer sind. Wir wollten zu halten mit den neuesten Geschäfts-Bücher, fand aber Zeit war ein Faktor. So wir haben die Arbeit geteilt und jeder von uns nahm ein Buch und es für die anderen zusammengefasst haben. Wir haben gedacht dass es eine gute Idee wäre,

making sure you get the most out of all seven chapters. Witty and conversational, *The Coaching Habit* takes your work--and your workplace--from good to great.

Program Highlights Why what got you here is not what is going to get you there. The solution to bad teams? Cut them in half. Why bad must be eradicated before good can spread. Scaling is never quick and easy""it takes daily dirty work to make it happen, and even then it's a ground war that can go on for years. Ultimately, you can't win unless you scale up in excellence as you scale up in size. Excellence can't be commanded from above. It must be made contagious, individual to individual. The trick is in knowing how to transfer the right mindsets and best practices without "voltage loss" as they spread. You need to find hot causes and cool solutions, use pockets of excellence to galvanize others, and cause mini-transformations that gain a life of their own. And most of all you need to remember that growth in excellence is not just about adding""it's about subtracting whatever you are doing that is getting in the way. Dr. Robert I. Sutton is cofounder of the Stanford Technology Ventures Program; the Center for Work, Technology and Organization; and Stanford's famous "d.school." He is the author or coauthor of numerous publications and books, including *The Knowing-Doing Gap* and *Hard Facts, Dangerous Half-Truths, and Total Nonsense: Profiting from Evidence-Based Management*.

The must-read summary of Robert Sutton and Huggy Rao's book: "*Scaling Up Excellence: Getting to More Without Settling For Less*". This complete summary of the ideas from Robert Sutton and Huggy Rao's book "*Scaling Up Excellence*" shows you how you can look at a part of your organisation that is working well and get all the other parts to follow. According to Sutton and Rao, this can be difficult to scale up and implement but it is possible. By following their seven mantras for scaling, detailed in this summary, you can make all parts of your business coherent. Added-value of this summary: • Save time • Recognise the good aspects of your business and spread them to the other aspects • Use the Seven Mantras of Scaling to successfully scale a part of your business To learn more, read "*Scaling Up Excellence*" to learn how you can scale parts of your business successfully and quickly!

This book is a collection of essays advancing the discourse in well-being science, authored by key thought leaders in positive psychology and its variants, including positive education, character education, and positive organizational scholarship. The authors address topics such as the next big ideas in well-being research and practice, potential strategies , as well as current gaps and limitations of the field. This book will be of particular interest for policy makers, educators and practitioners, as well as researchers. Being around assholes, whether at work or elsewhere, can damage performance and affect wellbeing- having one asshole in a team has been shown to reduce performance by 30 to 40 percent, and research shows that rudeness spreads like a common cold. In *The Asshole Survival Guide*, Stanford professor Robert Sutton offers practical advice on identifying and tackling any kind of asshole - based on research into groups from uncivil civil servants to French bus drivers, and 8,000 emails that he has received on asshole behaviour. With expertise and humour, he provides a cogent and methodical game-plan to fight back. First, he sets out the asshole audit, to find out what kind of asshole needs dealing with, and asshole detection strategies. Then he reveals field-

