CORPORATION ON A TIGHTROPE



Balancing Leadership,
Governance, and Technology
in an Age of Complexity

JOHN G. SIFONIS BEVERLY GOLDBERG

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Corporation on a Tightrope John G. Sifonis, Beverly Goldberg, 1996-05-23 Business is no longer business as usual The global market is in constant flux as some nations come together other fall apart trading blocs emerge and formerly closed doors reopen At home leadership roles and organizational structure have seen a sea change with the vertically integrated tightly knit organization seemingly headed for oblivion And the changes keep happening faster and faster For a firm to succeed in this highly complex environment executives need a better understanding of the deep philosophic and extensive physical adaptations needed to reshape and prepare their company for an uncertain future To provide this deeper understanding John G Sifonis a business consultant and Beverly Goldberg a think tank executive who together have decades of hands on experience visited dozens of companies conducted numerous interviews and then traveled to the Sante Fe Institute to discuss their conclusions about practical applications of complexity theory to business The result of their study is Corporation on a Tightrope a brilliant blend of complexity theory and hard earned business sense that will help executives lead their organizations into the highly uncertain future Sifonis and Goldberg show that the flexible organization of the future will be a complex adaptive system that responds to the effects of market driven changes on its three critical components governance technology and leadership It will be an organization capable of self renewal constantly reshaping itself to seize opportunities as they emerge and guickly shrink when the market changes yet again To help executives create this flexible firm the authors provide seven practical tools principles that when carefully put in place create a solid foundation for the future an organization must set unwavering ethical standards establish a social contract maintain a lean organization based on core competencies develop leadership skills at every level be open to learning encourage experimentation and be innovative avoid restructuring when it should be regoverning and ensure connectivity. The authors illustrate each of these principles with fascinating examples taken from actual corporations such as the ethical dilemma faced by Levi s whose move overseas brought up the problem of lost American jobs and foreign child labor the innovative arrangement between insurance company Allmerica Financial and DST Systems a developer of automated business solutions and the leadership of executives such as Herb Kelleher of Southwest Airlines who projects enthusiasm and friendliness to the media and has his workforce reflect the same image Readers will find other instructive anecdotes on companies such as Boeing Texas Instruments Shell and Intel Spiced with pithy quotations from prominent executives and business experts such as Peter Drucker Edward Filene Charles Handy and Sam Walton plus top people at Johnson Unilever and other major corporations this is a sweeping visionary book that will transform the way business leaders take their companies into the future The Complexities of Race Charmaine Wijeyesinghe, 2021-12-28 This book discusses current and pressing issues policies and practices that affect the experience and representations of race naming and belonging in American culture politics and racial justice efforts Many chapters adopt an intersectional approach when covering topics such as race as a

choice white racial identity US Census categories transracial adoption and the experiences of people of color also marginalized by faith and sexual orientation Future Leadership, Old Issues, New Methods, Corporate Foresight Alberto F. De Toni, Roberto Siagri, Cinzia Battistella, 2020-10-29 The world changes like the patterns in a kaleidoscope trends expand contract break up melt disintegrate and disappear while others are formed Change as opposed to stasis is our normal condition the only certainty in our lives hence the need to create tools that provide organizations with the means to tackle change and navigate complexity We must accept the reality of constant change and be prepared for a heavy shift in perspective interconnection versus separation acceleration versus linearity and discontinuity versus continuity Anticipating the future requires more than the traditional predictive models forecasting based on the forward projection of past experiences Advanced methods use anticipation logic foresight and build probable scenarios taking into account weak signals emerging trends coexisting presents and potential paths of evolution Corporate foresight is fundamental to interpret and lead change The two cornerstones of foresight are organization and management As concerns organization the authors advocate the separation of research oriented to the market of tomorrow from development oriented to the market of today the establishment of a foresight unit and the concentration of research activities mainly on the acquisition and recombination of external know how As regards management after an overview of state of the art literature on forecasting methods the authors propose the implementation of a future coverage methodology which enables companies to measure and verify the consistency between trends strategic vision and offered products These organizational and managing tools are then tested in a case study the Italian company Eurotech SpA a leader in the ICT sector Leadership Resources Center for Creative Leadership, Greensboro, NC., 2000 This guide provides over 300 pages of resources suggested by leadership educators in surveys Center for Creative Leadership staff and search of library resources This eighth edition is half new including web sites and listserv discussion groups and it places a stronger focus on meeting the needs of human resources professionals and corporate trainers An annotated bibliography groups leadership materials in several broad categories overview in context history biography and literature competencies research theories and models training and development social global and diversity issues team leadership and organizational leadership 180 pages Includes annotated lists of journals and newsletters 9 pages instruments 21 pages exercises 41 pages instrument and exercise vendors 5 pages videos 29 pages video distributors 4 pages web sites 6 pages organizations 21 pages and conferences 9 pages Contains a 66 page index of all resources TEI QFINANCE Bloomsbury Publishing, 2014-11-20 QFINANCE The Ultimate Resource 5th edition is the first step reference for the finance professional or student of finance Its coverage and author quality reflect a fine blend of practitioner and academic expertise whilst providing the reader with a thorough education in the may facets of finance Computerworld, 1996-04-22 For more than 40 years Computerworld has been the leading source of technology news and

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