

Freedom
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& C O N T R O L



a
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to
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the

work
work

JOHN SEDDON

Freedom From Command And Control A Better Way To Make The Work Work

Jean-Henry Morin, Jolita Ralyté, Mehdi Snene



Freedom From Command And Control A Better Way To Make The Work Work:

Freedom from Command and Control John Seddon, 2003 This is a management book that challenges convention and aims to appeal to a wide target audience It argues that while many commentators acknowledge command and control is failing us no one provides an alternative

Führen mit flexiblen Zielen Niels Pfläging, 2011-07-11 Traditionelle Unternehmensführung mit starrem Controlling und strikten Budgetvorgaben hat ausgedient Mit diesem revolutionären Ansatz stellt Niels Pfläging die Managementwelt aus ihrem Dornrschenschlaf In der neuen Ausgabe seines Buches untersucht er in einem extra Kapitel ob wie und warum Unternehmen die mit flexiblen Zielen arbeiten besser durch die Krise gekommen sind als andere Die vollständig aktualisierte Ausgabe ist Pflichtlektüre für Vorstände und Topmanager Change Manager Controller Personalmanager und Berater

Die 12 neuen Gesetze der Führung Niels Pfläging, 2009-09-14 Das Weltbild und das Menschenbild die unserer Wirtschaft zugrunde liegen sind nicht mehr auf der Höhe der Zeit Menschen und Märkte können nicht gemanagt werden Niels Pfläging definiert einen neuen Kodex der Führung in dem Handlungsfreiheit Selbstverantwortung Transparenz Teilhabe Teamwork und Ergebniskultur nicht Ausnahme sondern Gesetz sind Unternehmen werden auf diese Weise schnell anpassungsfähig und überdurchschnittlich erfolgreich Pfläging zeigt was es für jeden Einzelnen und für das ganze Unternehmen bedeutet wenn Verantwortung Freiheit und Gemeinsamkeit wirklich gelebt werden und wie dies gelingen kann Respektlos demontiert Pfläging die klassische Lehre und bietet humorvoll schlüssige Alternativen Harvard Businessmanager Das große Verdienst des Autors ist es in einer scharfen Tiefenanalyse die Institution Management mitsamt ihren Illusionen von Kontrolle und Steuerung als eigentliche Wurzel nicht nur dieser Wirtschaftskrise dingfest zu machen Süddeutsche Zeitung Ein starkes Manifest gegen unzeitgemäße Führung Capital Pfläging's spitze Formulierungen machen Spaß Beim Thema ist der Autor ernst zu nehmen Auf jeden Fall ist Niels Pfläging's Buch das beste Personalbuch des Jahres Coaching.de

Constructive Conversations About Health Marshall Marinker, Fritjof Capra, 2018-08-15 Current health policy is required to respond to a constantly changing social and political environment characterised particularly in Europe by ageing populations increased migration and growing inequalities in health and services With health systems under increasing strain there is a sense that we need to seek new means of determining health policy Much political debate focuses on managerial issues such as the levels of health funding and the setting and missing of targets Meanwhile our moral imperatives our values and principles go relatively unexamined What are these values Can we agree their validity and salience How do we manage the paradox of competing goods Can we find new ways of talking about and resolving our conflicting values and competing priorities in order to create sound appropriate and just health policies for the 21st Century Written by leading health policy makers and academics from many countries Constructive Conversations about Health examines in depth the underlying values and principles of health policy and posits a more enlightened public and political discourse The book will be invaluable for those involved in health policy making and governance politicians

healthcare managers researchers ethicists health and social affairs media health rights and patient participation groups The literature on health policy is vast On offer are models of health services economic theory management theory disquisitions on ethical principles social analyses literally thousands of publications In a globalised and electronically networked world this literature has already generated its own particular language a policy jargon replete with terms that look deceptively familiar terms that will be much in evidence in what now follows terms whose meanings require our closest attention Marshall Marinker

Kanban Mike Burrows, 2015-09-25 Mike Burrows vermittelt in diesem Buch einen neuen Ansatz Kanban zu verstehen und einzusetzen Er beschreibt die Methode von innen heraus anhand von neun Werten wodurch er den Prinzipien und Praktiken Kanbans ein starkes Gerüst verleiht Die Werte bieten ein effizientes Instrument um die Umsetzung der Kanban Vorgehensweise zu beurteilen und so anhaltende Veränderungen zu erzielen Die neun Werte der Kanban Methode sind im ersten Teil des Buches mit vielen Praxisbeispielen beschrieben Transparenz Balance Zusammenarbeit Kundenfokus Arbeitsfluss Flow Führung Leadership Verständnis Einverständnis und Respekt Abschließend werden zwei jüngere Konzepte vorgestellt die drei Agenden und die Kanban Linse Teil II befasst sich mit verwandten Methoden die dabei helfen die Kanban Methode noch effektiver einzusetzen Systems Thinking Lean Development agile Vorgehensweisen und die Engpassstheorie Der letzte Teil ist eine Schritt für Schritt Anleitung zur Implementierung von Kanban mittels STATIK Systems Thinking Approach to Introducing Kanban Aufgezeigt werden praktische Wege wie Sie Anforderungen und Bedürfnissen aus der Organisation von Kollegen und Kunden noch besser gerecht werden können Das Buch gibt einen umfassenden Einblick in den aktuellen Stand der Kanban Methode Einsteiger werden verstehen warum und wie Kanban funktioniert sodass sie es wirksam in ihre bestehenden Strukturen und Teams integrieren können Erfahrene Anwender lernen neue Werkzeuge sowie Vorgehensweisen kennen und gewinnen einen neuen Blick auf Kanban This book is now the recommended text book for the LeanKanban Foundation level training Getting Started with Kanban Mike's Kanban from the Inside has by far the most extensive and up to date coverage of Kanban used in creative and knowledge work businesses in the 21st Century than anything published to date David J Anderson zur englischen Ausgabe *Working Smart in the AI Era: How to Be Efficient, Agile & Sustainable - Get Ready for Disruptive Change and Fast-Scaling Growth* Efwa Hagström, Kimberly Lein-Mathisen, Lars Rinnan, Loveleen R. Brenna, 2019-12-06 How to get your leaders teams and organization ready for disruptive change fast scaling growth Finally a book that focuses on the place of humans and organizations in a world driven by digitalization Sverre Gotaas CEO Herøya Industripark AS Let Efwa inspire you to meet tomorrow's working life and challenges Toril Roberg MSc Production Director REEtec This book provides a platform for kicking off a conversation with your team to improve your game A must read for all of us who appreciate inspiration on how to structure our business and how to engage people so we master the great opportunities ahead Jon Erik Høberg COO Itera Group I highly recommend this book This book is an important and relevant contribution to leadership in a digital time with high speed of change I especially appreciate the

author's ability to focus on people and collaboration Hilde Kristin Herud CEO Norgips Norge AS Initialisierung
musterbrechender Managementinnovation Franz Rösli, 2015-12-08 Das vorherrschende Denken und Handeln von
 Entscheidungsträgern in Organisationen passen nicht mehr in die heutige Zeit Während sich die Herausforderungen an
 Organisationen im Verlaufe der Zeit fundamental geändert haben nehmen sich die Managementlehre und praxis nur
 eingeschränkt dieser umwälzenden Problemverschiebung an Damit ist die Wirkung des gegenwärtig vorherrschenden
 Managements als Werkzeug für die Bearbeitung heutiger und künftiger Führungs und Managementherausforderungen in
 Organisationen höchstens suboptimal der Lösungsansatz passt nicht zur Problemstellung Mit anderen Worten Heutiges
 Management stellt vielmehr selbst ein Problem denn eine Lösung dar In Anlehnung an ein bekanntes Zitat von Albert Einstein
 können die derzeitigen Führungs und Managementmuster nicht mit derselben Denkweise überwunden werden durch die sie
 geschaffen wurden Dabei sind die Qualität und das Niveau von Bewusstsein und Aufmerksamkeit entscheidend sie wurden in
 der Managementlehre bisher jedoch fast vollständig ignoriert Deshalb zielt die Arbeit darauf ab geeignete Möglichkeiten der
 Erhellung des Aufmerksamkeits und Bewusstseinsniveaus zu erkunden die zur Initialisierung musterbrechender
 Managementinnovation in Richtung der postulierten Potenzialentfaltungshaltung beitragen können Die vorliegende Arbeit ist
 weder dazu gedacht ein weiteres Managementmodell noch eine zusätzliche Change Management Methode zu entwerfen
 Vielmehr ergründet und beschreibt sie Annahmen die als günstige Rahmenbedingungen zur erfolgreichen Transformation
 bestehender Managementmuster erachtet werden Zu diesem Zweck wird die Thematik der Initialisierung musterbrechender
 Managementinnovation so dargestellt dass sie in den wichtigsten Grundzügen fassbar wird damit Reflexions und Handlungsm
 möglichkeiten abgeleitet werden können Als Resultat wird ein interdisziplinärer Bezugsrahmen entworfen **Delivering Public**
Services that Work Peter Middleton, 2010-03-09 Delivering Public Services that Work is a ground breaking book of Case
 Studies showing how Systems Thinking has been applied to a particular public service in six local authorities Each case study
 written by the manager or project leader responsible describes what was done how it was done and the results achieved The
 book makes extraordinary reading It began with John Seddon's 2008 book Systems Thinking in the Public Sector That book
 said in effect It's OK you're not mad Yes if you live in the UK what the Labour Government says is true It has massively
 increased spending on the public sector And your own experience is also correct The quality of public services has
 deteriorated Seddon went on to explain how this is possible showing that the system was at fault not the people delivering
 the services or the levels of funding He explained the obvious point that spending more money on the wrong thing won't help
 If your car won't start upgrading the tyres and getting a new exhaust fitted won't help Seddon's prescription then and now
 for the UK and for any other country using the quasi free market model for public services is this scrap the myth of choice
 because the public don't want a choice of hospitals they want a good hospital scrap targets because they don't work and
 people spend their time trying to massage the statistics scrap specifications because they're wrong and they don't work scrap

inspections because they re expensive to do and to prepare for and they only serve to ensure that people are doing the wrong thing correctly meeting bad specifications scrap deliverology because it s nonsense scrap the obsession with sharing administrative and back office services in huge call centres and data warehouses because they don t work half as well as front offices where people talk to the public scrap the Audit Commission because it s a white elephant scrap the centralised regime that oversees the disastrous public sector because it is the problem Then use systems thinking to understand and fix problems and deliver joined up public services that work better work faster save money delight the public and delight the people who deliver those services

Beyond Performance Management Jeremy Hope, Steve Player, 2012-01-24 There s a bewildering array of management tools out there And they all promise to help you excel at the toughest parts of your job defining your organization s strategic direction managing customers and costs and boosting workforce performance But just 30 percent of these tools deliver as intended Why As Jeremy Hope and Steve Player reveal in Beyond Performance Management while many tools are sound in theory they re misused by most organizations For example executives buy and implement a tool without first asking What problem are we trying to solve And they use tools to command and control frontline teams not empower them a serious and costly mistake In this eminently useful clear eyed book the authors critically review dozens of well known management tools from mission statements balanced scorecards and rolling forecasts to key performance indicators Six Sigma and performance appraisals They explain how to select the right tools for your organization how to implement them correctly and how to extract maximum value from each Brimming with rigorous analysis and solid advice Beyond Performance Management helps you swiftly gauge the value of each management tool as well as navigate the increasingly crowded field of offerings so the tools you select deliver fully on their promise

Systems Thinking: From Heresy to Practice A. Zokaei, J. Seddon, B. O'Donovan, 2010-12-14 Systems Thinking is a topic which is at the forefront of how we think about management in the Public Sector and Service Industries This collection from leading thinkers in the field takes a case study approach to a variety of issues which encompass topics such as Banking Electrical Distribution Manufacturing and Adult Social Care

Working in Multi-professional Contexts John Emmeus Davis, John M Davis, Mary Smith, 2012-05-15 Making links between different professional roles policies and practices Working in Multiprofessional Contexts equips you with the skills knowledge and understandings that managers practitioners and students need to work in integrated multiprofessional settings Authors John M Davis and Mary Smith draw on case studies to consider the dilemmas challenges and complexities common within your workplaces

Systems Thinking in the Public Sector John Seddon, 2008-04-11 In this much talked about book John Seddon dissects the changes that have been made in a range of services including housing benefits social care and policing His descriptions beggar belief though they would be funnier if it wasn t our money that was being wasted

Keeping Safe and Working Effectively For Social Workers and Health Professionals Brian Atkins, 2025-02-28 Social workers and health professionals are often placed in situations where

they are verbally or physically threatened by service users and others This book helps them recognise potential risks in situations when to avoid involvement and how best to manage these risks giving them the confidence to work effectively Suitable for practitioners students leaders and supervisors this book covers topics such as managing risks improving safety awareness teamwork and organisational support within the modern day context Specifically this second edition includes Interviews from current senior and first line managers in children s and adult social care and health services front line staff and more A new chapter on managing online and digital issues including managing the transition of back to work after Covid 19 Greater emphasis on the responsibilities of employers and their duty of care to staff Further elaboration on the impairment of decision making under stress caused by imitation and threat The use of new therapeutic approaches in reducing threat from service users and better responding to their needs This book helps students to become aware of the factors which may affect judgement in child protection cases and assist in managing cases on placement It helps professional practitioners in managing the anxieties associated with their current case load and provides strategies to manage these unfortunately common workplace experiences Educational Leadership and Pierre Bourdieu Pat Thomson,2016-11-03

Pierre Bourdieu was one of the most important thinkers of the twentieth century He argued for and practiced rigorous and reflexive scholarship interrogating the inequities and injustices of modern societies Through a lifetime s explication of the ways in which schooling both produces and reproduces the status quo Bourdieu offered a powerful critique and method of analysis of the history of schooling and of contemporary educational policies and trends Though frequently used in educational research Bourdieu s work has had much less take up in Educational Leadership Management and Administration Educational Leadership and Pierre Bourdieu argues that ELMA scholars have much to gain by engaging more thoroughly with his work The book explains each of the key terms in Bourdieu s thinking tool kit showing how the tripartite concepts of field habitus and capitals offer a way through which to understand the interaction of structure and agency and the limits on the freedom of an individual in this case an educational leader to act Educational Leadership and Pierre Bourdieu offers an analysis of dominant trends in ELMA research examining the kinds of questions asked projects undertaken and methods used It provides alternative questions and methods based on a Bourdieusian approach further readings and a range of exemplars of the application of these tools The book will be of interest to those whose primary focus is the utility of Bourdieu s social theory Exploring Services Science Jean-Henry Morin,Jolita Ralyté,Mehdi Snene,2010-07-23 The discipline of Services Science introduced by IBM in 2002 has emerged and matured in a true transdisciplinary atmosphere Encompassing disciplines not only in management and engineering it also draws from disciplines such as social and cognitive sciences law ethics economics etc to address the theoretical and practical aspects of the challenging services industry and its economy Services Science leverages methods results and knowledge stemming from these disciplines towards the development of its own concepts methods techniques and approaches thus creating the basis for true trans disciplinary gatherings and the p

duction of transdisciplinary results Services Science is building a concrete framework for transdisciplinary purposes IESS1 0 the First International Conference on Exploring Services Science was the first international conference held in Europe in this domain The conference took place during February 17 19 2010 in Geneva Switzerland The goal of the conference was to build upon the growing community to further study and understand this emerging discipline Academics researchers and practitioners of all disciplines were invited to contribute their results and approaches to Services Science in a transdisciplinary setting In order to achieve the best possible mix of disciplines and their representation the conference call for papers was structured around transdisciplinary service research topics including service innovation service exploration service sign service engineering and service sustainability and around more disciplinary oriented service contexts such as sectors and services IT and services foundations of services science and governance and management *Management Services*, 2007

Agile Project Management with Kanban Eric Brechner, 2015-02-25 Use Kanban to maximize efficiency predictability quality and value With Kanban every minute you spend on a software project can add value for customers One book can help you achieve this goal Agile Project Management with Kanban Author Eric Brechner pioneered Kanban within the Xbox engineering team at Microsoft Now he shows you exactly how to make it work for your team Think of this book as Kanban in a box open it read the quickstart guide and you're up and running fast As you gain experience Brechner reveals powerful techniques for right sizing teams estimating meeting deadlines deploying components and services adapting or evolving from Scrum or traditional Waterfall and more For every step of your journey you'll find pragmatic advice useful checklists and actionable lessons This truly is Kanban in a box all you need to deliver breakthrough value and quality Use Kanban techniques to Start delivering continuous value with your current team and project Master five quick steps for completing work backlogs Plan and staff new projects more effectively Minimize work in progress and quickly adjust to change Eliminate artificial meetings and prolonged stabilization Improve and enhance customer engagement Visualize workflow and fix revealed bottlenecks Drive quality upstream Integrate Kanban into large projects Optimize sustained engineering contributed by James Waletzky Expand Kanban beyond software development *Organizational Behaviour* Daniel King, Scott Lawley, 2013-03-14 A fully integrated fictional running case study that puts abstract theory into a familiar setting Over 100 real life case studies covering topics as diverse as initiation rituals in teams the UK riots and women in boardrooms

Project Disasters & how to Survive Them David Nickson, Suzy Siddons, 2005 Using a wide variety of real world examples such as the Apollo 13 moon mission Coca Cola's Dasani water and the Millennium Dome the book analyzes what those involved in the projects did when things started to go wrong and how effective or otherwise their actions were in improving the final outcome The tone of the book is positive throughout the focus is on the identification of root causes and the use of appropriate diagnostic tools and remedial skills and practices to produce the best possible outcome Due consideration is also given to the use of preventative measures such as risk management to nip problems in the bud before

they get out of control BOOK JACKET
foreword by Alex Osterwalder

The Connected Company Dave Gray, Thomas Vander Wal, 2014-12-02 With a

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