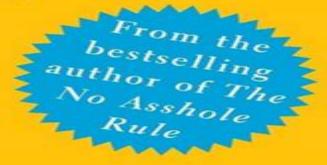
# Robert I. Sutton

NEIRD 1DEAS 1 +++ WORK

How to Build a Creative Company



# Weird Ideas That Work How To Build A Creative Company Robert I Sutton

Johanna Rothman

#### Weird Ideas That Work How To Build A Creative Company Robert I Sutton:

Weird Ideas That Work Robert I. Sutton, 2007-05-15 A breakthrough in management thinking weird ideas can help every organization achieve a balance between sustaining performance and fostering new ideas To succeed you need to be both conventional and counterintuitive Creativity new ideas innovation in any age they are keys to success Yet as Stanford professor Robert Sutton explains the standard rules of business behavior and management are precisely the opposite of what it takes to build an innovative company We are told to hire people who will fit in to train them extensively and to work to instill a corporate culture in every employee In fact in order to foster creativity we should hire misfits goad them to fight and pay them to defy convention and undermine the prevailing culture Weird Ideas That Work codifies these and other proven counterintuitive ideas to help you turn your workplace from staid and safe to wild and woolly and creative In Weird Ideas That Work Sutton draws on extensive research in behavioral psychology to explain how innovation can be fostered in hiring managing and motivating people building teams making decisions and interacting with outsiders Business practices like hire people who make you uncomfortable and reward success and failure but punish inaction strike many managers as strange or even downright wrong Yet Weird Ideas That Work shows how some of the best teams and companies use these and other counterintuitive practices to crank out new ideas and it demonstrates that every company can reap sales and profits from such creativity Weird Ideas That Work is filled with examples drawn from hi and low tech industries manufacturing and services information and products More than just a set of bizarre suggestions it represents a breakthrough in management thinking Sutton shows that the practices we need to sustain performance are in constant tension with those that foster new ideas The trick is to choose the right balance between conventional and weird and now thanks to Robert Sutton s work we have the tools we need to do so Weird Ideas That Work Robert I. Sutton, 2002 Sutton is a sought after consultant speaker and Stanford professor This book brings together 11 of his proven counter intuitive ideas that work from hiring people that make employers squirm to encouraging projects likely to fail *Summary: Weird Ideas that Work* BusinessNews Publishing, 2014-09-29 The must read summary of Robert Sutton's book Weird Ideas that Work 11 1 2 Practices for Promoting Managing and Sustaining Innovation This summary of the ideas from Robert Sutton's book Weird Ideas that Work shows that almost all highly creative companies do weird things and refuse to do the same as everyone else By doing this creative companies consistently develop new ways of thinking and acting In his book the author presents 11 1 2 weird ideas for sparking business innovation He also explains concrete ways to build an organisation where innovation flourishes and becomes a way of life This summary will teach you the importance of creativity in your company and how you can start changing the way you do things in order to stay ahead Added value of this summary Save time Understand key concepts Expand your business knowledge To learn more read Weird Ideas that Work and find out why you should become an expert in the art of innovation in order to stay on top **Creative Strategy** Chris Bilton, Stephen Cummings, 2010-04-26 People

tend to think of creativity and strategy as opposites This book argues that they are far more similar than we might expect More than this actively aligning creative and strategic thinking in any enterprise can enable more effective innovation entrepreneurship leadership and organizing for the future By considering strategy as a creative process and vice versa the authors define creative strategy as a mindset which switches between opposing processes and characteristics and which drives every aspect of the business The authors draw experiences and cases from across this false divide from the music industry sports fashion Shakespearean theatre companies creative and media organizations and dance as well as what we might regard as more mundane providers of mainstream products and services to uncover the creative connections behind successful strategy Creative Strategy is a talisman for those looking to take a new path Matt Hardisty Strategy Director Mother Advertising It has been said that business is a hybrid of dancing and calculation the former incorporating the creative within a firm the latter the strategic Bilton and Cummings show how these apparently contradictory processes can be integrated Their insights about how firms can create to strategize and strategize to create are informative for managers and management scholars alike Jay Barney Professor and Chase Chair of Strategic Management Fisher College of Business The Ohio State University In today s world new thinking creativity is required to tackle long standing problems or address new opportunities The trouble is few organizations understand how to foster and apply creativity at least in any consistent manner This book provides new insights into just how that can be done It moves creativity from being just the occasional and fortuitous flash of inspiration to being an embedded feature of the way the organization is run Sir George Cox Author of the Cox Review of Creativity in Business for HM Govt Past Chair of the Design Council **IDEAS—A Secret Weapon for Business** Andrew Pressman, 2024-12-18 We all need creative ideas for solving challenging problems innovating and reconciling dilemmas IDEAS sets forth what every executive should know about contributing to collaborative environments thinking like a designer and leading teams This book suggests a distinctive framework for collaboration informed by design thinking Collaboration under the umbrella of such a process can be optimally effective in triggering inspiration leading to fresh ideas that are highly responsive to stakeholders Collaborative design thinking cannot be reduced to an algorithm unlike math and science problems there is no single right answer Nor are there formulaic or simplistic approaches which may limit creative possibilities to solving problems or conceiving the right questions This book will therefore Render accessible the solution oriented abilities that we all possess by providing practical tools for thinking imaginatively and critically Demonstrate that elements of design thinking can be cherry picked weighted and combined depending on the project and its context to yield a unique process for each problem Focus on the collaborative approach necessary to elicit the best ideas from all stakeholders Rich with case studies and practical insights this concise ideas oriented guide will unlock a new route to innovation for executives managers administrators board members and especially aspiring leaders in many types of businesses **Design Thinking for Entrepreneurs and Small Businesses** Beverly Rudkin Ingle, 2014-01-09 Having met

Beverly Ingle and hearing her speak about design thinking I was enlightened and enthused With a depth of knowledge and obvious passion for the usage of design thinking she has already helped many business people myself included inject greater creativity into problem solving to deliver better results something that is a must for left brainers She has an amazingly refreshing ability to create deep understanding within her audience and a hands on practical approach ensures that the results are manageable and within your grasp Jill Robb CEO Ambition Digital Belfast United Kingdom Design Thinking for Entrepreneurs and Small Businesses Putting the Power of Design to Work is the first book on the subject for smaller businesses Until now design thinking a methodology for solving business problems and identifying opportunities has been the playground for companies with big budgets giving them the advantage of the innovation that comes from using the latest design thinking tools emerging from Stanford Harvard Northwestern and elsewhere Now thanks to design thinking expert Beverly Ingle entrepreneurs and small business owners can make the design thinking playground their own and on a much smaller budget Ingle provides the tools entrepreneurs need as well as step by step processes that show how to use design thinking methods to transform your business and drive organizational success Design Thinking for Entrepreneurs and Small Businesses offers just enough theory to provide you with working knowledge of design thinking but its value lies in the practical proven hands on information that you can put to use immediately You will learn How to incorporate design thinking processes into everyday operations and in what areas of business the approach is most valuable How to use the most prevalent and popular design thinking tools like ideation prototyping and rapid branding effectively. How to use design thinking to identify and achieve your business goals and create new business models How to create revenue boosting new products and services using design thinking How to improve the customer user experience to create more loval profitable customers By the time you ve finished reading the last chapter of Design Thinking for Entrepreneurs and Small Businesses you will not just be thinking about producing new products and services boosting customer service or developing new business opportunities you ll be doing it Best it ll show up in the top and bottom lines Create Your Successful Agile Project Johanna Rothman, 2017-10-18 You think agile techniques might be for you but your projects and organization are unique An out of the box agile approach won t work Instead unite agile and lean principles for your project See how to design a IPS approach reap the benefits of collaboration and deliver value For project managers who want to use agile techniques managers who want to start and technical leaders who want to know more and succeed this book is your first step toward agile project success You ve tried to use an off the shelf approach to agile techniques and it s not working Instead of a standard method or framework work from agile and lean principles to design your own agile approach in a way that works for you Build collaborative cross functional teams See how small batch sizes and frequent delivery create an environment of trust and transparency between the team management and IPSers Learn about the interpersonal skills that help agile teams work together so well In addition to seeing work and knowing what done means you ll see examples of many possible team

based measurements Look at tools you can use for status reporting and how to use those measurements to help your managers understand what agile techniques buy them Recognize the traps that prevent agile principles from working in too many organizations and what to do about those traps Use agile techniques for workgroups and see what managers can do to create and nurture an agile culture You might be surprised at how few meetings and rituals you need to still work in an agile way Johanna's signature frankness and humor will get you on the right track to design your agile project to succeed What You Need No technical expertise or experience needed just a desire to know more about how you might use agile in your **Conceptual Blockbusting** James L. Adams, 2019-09-03 A thoroughly revised edition of the classic on creativity project essential for individuals and teams who want to think outside the box Some people are naturally creative and others aren t right Wrong In this classic book on creativity James Adams takes a unique approach to generating ideas and solving problems that has captivated inspired and guided thousands of people from all walks of life to new heights of creativity whether you are a writer with writers block or a businesswoman struggling to come up with a new organizational structure More than three decades after its original publication Conceptual Blockbusting has never been more relevant powerful or fresh Integrating insights from the worlds of psychology engineering management art and philosophy Adams identifies the key blocks perceptual emotional cultural environmental intellectual and expressive that prevent us from realizing the full potential of our fertile minds Employing unconventional exercises and other interactive elements Adams shows individuals teams and organizations how to overcome these blocks embrace alternative ways of thinking about complex problems and celebrate the joy of creativity Completely revised and updated with the latest cognitive science and addressing new subjects such as changes in technology creativity in large groups and sustaining creativity over time Conceptual Blockbusting will introduce a new generation of readers to a world of new possibilities **The Myths of Creativity** David Burkus, 2013-09-26 How to get past the most common myths about creativity to design truly innovative strategies We tend to think of creativity in terms reminiscent of the ancient muses divinely inspired unpredictable and bestowed upon a lucky few But when our jobs challenge us to be creative on demand we must develop novel useful ideas that will keep our organizations competitive The Myths of Creativity demystifies the processes that drive innovation Based on the latest research into how creative individuals and firms succeed David Burkus highlights the mistaken ideas that hold us back and shows us how anyone can embrace a practical approach grounded in reality to finding the best new ideas projects processes and programs Answers questions such as What causes us to be creative in one moment and void in the next What makes someone more or less creative than his or her peers Where do our flashes of creative insight come from and how can we generate more of them Debunks 10 common myths including the Eureka Myth the Lone Creator Myth the Incentive Myth and The Brainstorming Myth Written by David Burkus founder of popular leadership blog LDRLB For anyone who struggles with creativity or who makes excuses for delaying the work of innovation The Myths of Creativity will help you overcome your obstacles to finding new ideas

**Be Creative on the Job** Simone Janson, 2025-02-27 Also in the 7th revised and improved edition published by a government funded publisher involved in EU programs and a partner of the Federal Ministry of Education you receive the concentrated expertise of renowned experts overview in the book preview embedded in an integrated knowledge system with premium content and 75% advantage At the same time you do good and support sustainable projects Because everyone talks about innovation and creativity in practice many new ideas fail especially in the implementation of projects because of a lack of willingness to change exaggerated fears or simply good will but often also because of wrong or missing communication of the managers This book shows how best to deal with one s own creativity in everyday professional life how to solve problems and conflicts in a creative way and thus achieve one s own goals With its integrated knowledge system and Info on Demand concept the publisher not only participated in an EU funded program but was also awarded the Global Business Award as Publisher of the Year Therefore by purchasing this book you are also doing good The publisher is financially and personally involved in socially relevant projects such as tree planting campaigns the establishment of scholarships sustainable innovations and many other ideas The goal of providing you with the best possible content on topics such as career finance management recruiting or psychology goes far beyond the static nature of traditional books. The interactive book not only imparts expert knowledge but also allows you to ask individual questions and receive personal advice In doing so expertise and technical innovation go hand in hand as we take the responsibility of delivering well researched and reliable content as well as the trust you place in us very seriously Therefore all texts are written by experts in their field Only for better accessibility of information do we rely on AI supported data analysis which assists you in your search for knowledge You also gain extensive premium services Each book includes detailed explanations and examples making it easier for you to successfully use the consultation services freeky available only to book buyers Additionally you can download e courses work with workbooks or engage with an active community This way you gain valuable resources that enhance your knowledge stimulate creativity and make your personal and professional goals achievable and successes tangible That's why as part of the reader community you have the unique opportunity to make your journey to personal success even more unforgettable with travel deals of up to 75% off Because we know that true success is not just a matter of the mind but is primarily the result of personal impressions and experiences Publisher and editor Simone Janson is also a bestselling author and one of the 10 most important German bloggers according to the Blogger Relevance Index Additionally she has been a columnist and author for renowned media such as WELT Wirtschaftswoche and ZEIT you can learn more about her on Wikipedia

Sensemaking Christian Madsbjerg,2017-03-21 Based on his work at some of the world's largest companies including Ford Adidas and Chanel Christian Madsbjerg's Sensemaking is a provocative stand against the tyranny of big data and scientism and an urgent overdue defense of human intelligence Humans have become subservient to algorithms Every day brings a new Moneyball fix a math whiz who will crack open an industry with clean fact based analysis rather than human

intuition and experience As a result we have stopped thinking Machines do it for us Christian Madsbjerg argues that our fixation with data often masks stunning deficiencies and the risks for humankind are enormous Blind devotion to number crunching imperils our businesses our educations our governments and our life savings Too many companies have lost touch with the humanity of their customers while marginalizing workers with liberal arts based skills Contrary to popular thinking Madsbjerg shows how many of today s biggest success stories stem not from quant thinking but from deep nuanced engagement with culture language and history He calls his method sensemaking In this landmark book Madsbjerg lays out five principles for how business leaders entrepreneurs and individuals can use it to solve their thorniest problems He profiles companies using sensemaking to connect with new customers and takes readers inside the work process of sensemaking connoisseurs like investor George Soros architect Bjarke Ingels and others Both practical and philosophical Sensemaking is a powerful rejoinder to corporate groupthink and an indispensable resource for leaders and innovators who want to stand out from the pack Hiring Geeks That Fit Johanna Rothman, 2013-09-13 Hiring a person for your team is the single most important decision you can make It has long lasting impact whether you are the manager or a team member Would you like to learn to hire great people Not sure how You need this book Great geeks are not the same as skill based staff You need to analyze your culture determine your problems define the essentials you need in a candidate and then you re off and running Great geeks adapt their knowledge to your context One developer or technical manager is not interchangeable with another Hiring Geeks That Fit takes the guesswork and cost out of hiring The Resilience Breakthrough Christian Moore, 2014-07-22 A Guide to Resilience The Second Greatest Principle in the World Christian Moore is convinced that each of us has a power hidden within something that can get us through any kind of adversity That power is resilience In The Resilience Breakthrough Moore delivers a practical primer on how you can become more resilient in a world of instability and narrowing opportunity whether you re facing financial troubles health setbacks challenges on the job or any other problem We can all have our own resilience breakthrough Moore argues and can each learn how to use adverse circumstances as potent fuel for overcoming life s hardships As he shares engaging real life stories and brutally honest analysis of his own experiences Moore equips you with twenty seven resilience building tools that you can start using today in your personal life or in your organization Management: A Focus on Leaders Annie McKee, Travis Kemp, Gordon Spence, 2012-11-01 A new view of the four functions of Management through the lens of leadership The pace and scope of change in the world and organisations during the past 10 years is unprecedented In this environment staying ahead of the curve and preparing for success in work management and leadership is challenging Amidst the financial crises catastrophic disasters and business scandals frequently making headlines Annie McKee and the Australian authors of this new text Management a Focus on Leaders believe there is a unique opportunity to re focus the way students are prepared for their future in business Show future managers how to lead in a complex yet exciting global environment With an engaging writing

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Exceptionally Innovative - Fully Tapping into Creative Potential Simone Janson, 2025-06-02 Also in the 2nd revised and improved edition published by a government funded publisher involved in EU programs and a partner of the Federal Ministry of Education you receive the concentrated expertise of renowned experts overview in the book preview embedded in an integrated knowledge system with premium content and 75% advantage At the same time you are doing good and supporting sustainable projects Because creative potential is just waiting to be unleashed This book shows you how to significantly boost your innovative power and elevate your creative thinking to new levels Using proven techniques you ll expand your idea generation and find extraordinary solutions Use this book to unlock your creative potential and become more successful in all areas of life With its integrated knowledge system and Info on Demand concept the publisher not only participated in an EU funded program but was also awarded the Global Business Award as Publisher of the Year Therefore by purchasing this book you are also doing good The publisher is financially and personally involved in socially relevant projects such as tree planting campaigns the establishment of scholarships sustainable innovations and many other ideas The goal of providing you with the best possible content on topics such as career finance management recruiting or psychology goes far beyond the static nature of traditional books The interactive book not only imparts expert knowledge but also allows you to ask individual questions and receive personal advice In doing so expertise and technical innovation go hand in hand as we take the responsibility of delivering well researched and reliable content as well as the trust you place in us very seriously Therefore all texts are written by experts in their field Only for better accessibility of information do we rely on AI supported data analysis which assists you in your search for knowledge You also gain extensive premium services Each book includes detailed explanations and examples making it easier for you to successfully use the consultation services freeky available only to book buyers Additionally you can download e courses work with workbooks or engage with an active community This way you gain valuable resources that enhance your knowledge stimulate creativity and make your personal and professional goals achievable and successes tangible That s why as part of the reader community you have the unique opportunity to make your journey to personal success even more unforgettable with travel deals of up to 75% off Because we know that true success is not just a matter of the mind but is primarily the result of personal impressions and experiences Publisher and editor Simone Janson is also a bestselling author and one of the 10 most important German bloggers according to the Blogger Relevance Index Additionally she has been a columnist and author for renowned media such as WELT Wirtschaftswoche and ZEIT vou can learn more about her on Wikipedia Scaling up Excellence Hayagreeva Rao, Robert

I. Sutton, 2014-02-06 Scaling up excellence is the key to creating a great organisation It s how a small enterprise expands without losing focus It s how a brilliant new idea or plan developed by the few goes on to be adopted by the many And in hard times and tough situations it s how pockets of smart new thinking overcome cultures of indifference or negativity An organisation that doesn't know how to scale up what is best within it won't achieve long term success Bestselling author Robert Sutton and his Stanford colleague Huggy Rao have devoted nearly a decade to uncovering what it takes to create and spread outstanding performance and in Scaling Up Excellence they share the fruits of their research Drawing on case studies that range from Silicon Valley enterprises to non profit organisations they provide crucial insights into corporate cultures both good and bad and offer a road map for establishing and stimulating excellence In the process they show how to use premortems when making big decisions about change They reveal why seven is so often the magic number when it comes to team size They examine successful and unsuccessful quests for improvement in hospitals schools and elsewhere And they discuss when a single corporate mindset is best Catholicism and when local variation is preferable Buddhism Scaling Up Excellence is the first management book devoted to what is or should be a core priority for every organisation As such it is **Creative Confidence - Confident Originality for Professional Success** destined to become the standard bearer Simone Janson, 2025-06-02 Also in the 2nd revised and improved edition published by a government funded publisher involved in EU programs and a partner of the Federal Ministry of Education you receive the concentrated expertise of renowned experts overview in the book preview embedded in an integrated knowledge system with premium content and 75% advantage At the same time you are doing good and supporting sustainable projects Because confident creativity is the key to success This book helps you strengthen your creative originality and boldly apply it in your professional environment Learn how to develop innovative ideas with confidence and excel in your career With these techniques you ll gain the assurance needed to fully harness your creative talents and achieve success With its integrated knowledge system and Info on Demand concept the publisher not only participated in an EU funded program but was also awarded the Global Business Award as Publisher of the Year Therefore by purchasing this book you are also doing good The publisher is financially and personally involved in socially relevant projects such as tree planting campaigns the establishment of scholarships sustainable innovations and many other ideas The goal of providing you with the best possible content on topics such as career finance management recruiting or psychology goes far beyond the static nature of traditional books The interactive book not only imparts expert knowledge but also allows you to ask individual questions and receive personal advice In doing so expertise and technical innovation go hand in hand as we take the responsibility of delivering well researched and reliable content as well as the trust you place in us very seriously Therefore all texts are written by experts in their field Only for better accessibility of information do we rely on AI supported data analysis which assists you in your search for knowledge You also gain extensive premium services Each book includes detailed explanations and examples making it easier for you to

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Relationships: The Art of Collaboration in Architecture Andrew Pressman, 2014-01-03 In today s dynamic practice environment collaboration and teamwork skills are increasingly critical to the successful completion of building projects Indeed it is the careful nurturing of comradeship among complementary but distinctive egos that drives creativity underlying the hi tech algorithms that help shape complex projects Designing Relationships The Art of Collaboration in Architecture focuses on the skill set necessary to facilitate effective teamwork and collaboration among all stakeholders no matter what project delivery mode or technology is deployed This book provides valuable guidance on how to design and construct buildings in a team context from inception to completion It is the less tangible elements of collaboration and teamwork that provide the magic that transforms the most challenging projects into great works of architecture and it is these more nuanced and subtle skills which the book brings to the fore Showing examples of best and worst practice to illustrate the principles with real life situations this book presents the reader with an approach that is flexible and applicable to their everyday working life

Enjoying the Song of Term: An Psychological Symphony within **Weird Ideas That Work How To Build A Creative Company Robert I Sutton** 

In a global eaten by screens and the ceaseless chatter of immediate connection, the melodic elegance and psychological symphony produced by the published term often disappear into the back ground, eclipsed by the constant sound and interruptions that permeate our lives. Nevertheless, situated within the pages of **Weird Ideas That Work How To Build A Creative Company Robert I Sutton** an enchanting fictional prize overflowing with raw feelings, lies an immersive symphony waiting to be embraced. Crafted by a wonderful musician of language, this charming masterpiece conducts viewers on a mental journey, skillfully unraveling the hidden songs and profound affect resonating within each cautiously crafted phrase. Within the depths of the moving evaluation, we shall discover the book is main harmonies, analyze its enthralling publishing design, and surrender ourselves to the profound resonance that echoes in the depths of readers souls.

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