

Harvard Business School Organizational Behavior

John P. Kotter

How the Harvard Business School Changed the Way We View Organizations Jay W. Lorsch, 2023-11-08 Listen, observe, test—these three words lie at the heart of a powerful method for businesses' transformation. Behind this method is a deceptively simple idea: managers and management scholars must first take the pulse of a real business, get its case history, diagnose its problems, and only then solve them. Invented by the scholars who launched Harvard Business School, this medical model will still cure companies today. Damningly, during the last thirty years business schools embraced the presumptions of economists, game theorists, and other calculators of abstraction. The solving of real-world, real-time problems has atrophied and stagnated. In this book, renowned scholar and emeritus professor Jay W. Lorsch marshals evidence, history, and insights from his more than fifty-year career at Harvard Business School to make the case for a return to the medical model—the practices of listening, observing, and testing in which the fields of human relations and organizational behavior are rooted. By telling the history of the development of his field, Lorsch demonstrates how the medical model emerged in the years before World War II and for decades helped managers, management scholars, and consultants diagnose and solve the problems besetting companies large and small. Explaining the case studies that define the practice, he discusses how the model has been refined and reapplied by later generations and how it can continue to address issues such as diversity, leadership, competition, and optimal corporate board structures.

The Elusive Phenomena Fritz Jules Roethlisberger, 1977

Core Concepts of Organizational Behavior John R.

Schermerhorn, James G. Hunt, Richard N. Osborn, 2004 A brief introduction to organizational behaviour that tackles the issues facing today's managers, such as diversity, total quality management, ethics and the global marketplace. It uses a

managerial perspective to explore how a manager uses organizational behaviour insights in the workplace.

Glass Half-Broken Colleen Ammerman, Boris

Groysberg, 2021-04-13 Why the gender gap persists and how we can close it. For years women have made up the majority of college-educated workers in the United States. In 2019, the gap between the percentage of women and the percentage of men in the workforce was the smallest on record. But despite these statistics, women remain underrepresented in positions of power and status, with the highest-paying jobs the most gender-imbalanced. Even in fields where the numbers of men and women are roughly equal, or where women actually make up the majority, leadership ranks remain male-dominated. The persistence of these inequalities begs the question: Why haven't we made more progress? In *Glass Half-Broken*, Colleen Ammerman and Boris Groysberg reveal the pervasive organizational obstacles and managerial actions—limited opportunities for development, lack of role models and sponsors, and bias in hiring, compensation, and promotion—that create gender imbalances. Bringing to light the key findings from the latest research in psychology, sociology, organizational behavior, and economics, Ammerman and Groysberg show that throughout their careers—from entry-level to mid-level to senior-level positions—women get pushed out of the leadership pipeline, each time for different reasons. Presenting organizational and managerial strategies designed to weaken and ultimately break down these barriers, *Glass Half-Broken* is the authoritative resource that managers and leaders at all levels can use to finally shatter the glass ceiling.

Driving Digital Strategy Sunil Gupta, 2018-07-24 Digital transformation is no longer news--it's a necessity. Despite the widespread threat of disruption, many large companies in traditional industries have succeeded at digitizing their businesses in truly transformative ways. *The New York Times*,

formerly a bastion of traditional media, has created a thriving digital product behind a carefully designed paywall. Best Buy has transformed its business in the face of Amazon's threat. John Deere has formed a data-analysis arm to complement its farm-equipment business. And Goldman Sachs and many others are using digital technologies to reimagine their businesses. In *Driving Digital Strategy*, Harvard Business School professor Sunil Gupta provides an actionable framework for following their lead. For over a decade, Gupta has studied digital transformation at Fortune 500 companies. He knows what works and what doesn't. Merely dabbling in digital or launching a small independent unit, which many companies do, will not bring success. Instead you need to fundamentally change the core of your business and ensure that your digital strategy touches all aspects of your organization: your business model, value chain, customer relationships, and company culture. Gupta covers each aspect in vivid detail while providing navigation tips and best practices along the way. Filled with rich and illuminating case studies of companies at the forefront of digital transformation, *Driving Digital Strategy* is the comprehensive guide you need to take full advantage of the limitless opportunities the digital age provides.

Harvard Business Review on Organizational Learning Etienne C. Wenger, William M. Snyder, Jeffrey Pfeffer, John Seely Brown, Robert I. Sutton, 2001 This volume focuses on the organizational dynamics involved in knowledge management; this mix of breakthrough articles should help managers understand how people can effectively communicate, share knowledge, and learn.

Teaming to Innovate Amy C. Edmondson, 2013-09-05 Innovation requires teaming. (Put another way, teaming is to innovation what assembly lines are to car production.) This book brings together key insights on teaming, as they pertain to innovation. How do you build a culture of innovation? What does that culture look like? How does it evolve and grow? How are

teams most effectively created and then nurtured in this context? What is a leader's role in this culture? This little book is a roadmap for teaming to innovate. We describe five necessary steps along that road: Aim High, Team Up, Fail Well, Learn Fast, and Repeat. This path is not smooth. To illustrate each critical step, we look at real-life scenarios that show how teaming to innovate provides the spark that can fertilize creativity, clarify goals, and redefine the meaning of leadership.

Leading Change John P. Kotter, 2012 From the ill-fated dot-com bubble to unprecedented merger and acquisition activity to scandal, greed, and, ultimately, recession -- we've learned that widespread and difficult change is no longer the exception. By outlining the process organizations have used to achieve transformational goals and by identifying where and how even top performers derail during the change process, Kotter provides a practical resource for leaders and managers charged with making change initiatives work.

Flying Without a Net Thomas DeLong, 2011 Confronted by omnipresent threats of job loss and change, even the brightest among us are anxious. Packed with practical advice and inspiring stories, *Flying Without a Net* explains how to draw strength from vulnerability.

Understanding Boards of Directors Jay W. Lorsch, 2017-02-20 *Understanding Boards of Directors* examines why research on corporate governance has been slow and uneven, and where that research should turn next to be most valuable to practitioners. The author traces the history of research on corporate boards and analyzes the trends in that research, including the relative value of the types of data that researchers in this field have used, and ultimately identifying the best path forward in studying these complex social systems.

Reinventing the Organization Arthur Yeung, Dave Ulrich, 2019-09-24 *Your Company Isn't Fast Enough. Here's How to Change That.* The traditional hierarchical organization is dead,

but what replaces it? Numerous new models--the agile organization, the networked organization, and holacracy, to name a few--have emerged, but leaders need to know what really works. How do you build an organization that is responsive to fast-changing markets? What kind of organization delivers both speed and scale, and how do you lead it? Arthur Yeung and Dave Ulrich provide leaders with a much-needed blueprint for reinventing the organization. Based on their in-depth research at leading Chinese, US, and European firms such as Alibaba, Amazon, DiDi, Facebook, Google, Huawei, Supercell, and Tencent, and drawing from their synthesis of the latest organization research and practice, Yeung and Ulrich explain how to build a new kind of organization (a market-oriented ecosystem) that responds to changing market opportunities with speed and scale. While other books address individual pieces of the puzzle, *Reinventing the Organization* offers a practical, integrated, six-step framework and looks at all the decisions leaders need to make--choosing the right strategies, capabilities, structure, culture, management tools, and leadership--to deliver radically greater value in fast-moving markets. For any leader eager to build a stronger, more responsive organization and for all those in HR, organizational development, and consulting who will shape and deliver it, this book provides a much-needed roadmap for reinvention.

The Hidden Power of Social Networks Robert L.

Cross, Andrew Parker, 2004-06-02 A powerful, visual framework helps managers discover how employees really communicate and collaborate to get work done - and helps them identify ways they can influence these social networks to improve performance and innovation. In *The Hidden Power of Social Networks*, Cross and Parker, experts in social network analysis—a technique that visually maps relationships between people in large, distributed groups - apply this powerful tool to management for the first time. Based on their in-depth study of sixty informal employee networks in well-known companies around the world, Cross and Parker

show managers how to conduct a social network analysis of their organization.

Inside the Harvard Business School David W. Ewing, 1990
Here is the inside story of an intriguing institution, offering a unique blend of business stories, management tips and interesting character sketches. Ewing talks to the top professors and presents their ideas in convenient form.

Aligning Strategy and Sales Frank Cespedes, 2014-08-12
The best sales book of the year — strategy+business magazine
That gap between your company's sales efforts and strategy? It's real—and a huge vulnerability. Addressing that gap, actionably and with attention to relevant research, is the focus of this book. In *Aligning Strategy and Sales*, Harvard Business School professor Frank Cespedes equips you to link your go-to-market initiatives with strategic goals. Cespedes offers a road map to articulate strategy in ways that people in the field can understand and that will fuel the behaviors required for profitable growth. Without that alignment, leaders will press for better execution when they need a better strategy, or change strategic direction with great cost and turmoil when they should focus on the basics of sales execution. With thoughtful, clear, and engaging examples, *Aligning Strategy and Sales* provides a framework for diagnosing and managing the core levers available for effective selling in any organization. It will give you the know-how and tools to move from ideas to action and build a sales effort linked to your firm's unique goals, not a generic selling formula. Cespedes shows how sales efforts affect all elements of value creation in a business, whether you're a start-up seeking to scale or an established firm looking to jump-start new growth. The book provides key insights to optimize your firm's customer management activities and so improve selling and strategy.

Competing in the Age of AI Marco Iansiti, Karim R. Lakhani, 2020-01-07
a provocative new book — The New York Times
AI-centric organizations exhibit a new operating

architecture, redefining how they create, capture, share, and deliver value. Now with a new preface that explores how the coronavirus crisis compelled organizations such as Massachusetts General Hospital, Verizon, and IKEA to transform themselves with remarkable speed, Marco Iansiti and Karim R. Lakhani show how reinventing the firm around data, analytics, and AI removes traditional constraints on scale, scope, and learning that have restricted business growth for hundreds of years. From Airbnb to Ant Financial, Microsoft to Amazon, research shows how AI-driven processes are vastly more scalable than traditional processes, allow massive scope increase, enabling companies to straddle industry boundaries, and create powerful opportunities for learning—to drive ever more accurate, complex, and sophisticated predictions. When traditional operating constraints are removed, strategy becomes a whole new game, one whose rules and likely outcomes this book will make clear. Iansiti and Lakhani: Present a framework for rethinking business and operating models Explain how collisions between AI-driven/digital and traditional/analog firms are reshaping competition, altering the structure of our economy, and forcing traditional companies to rearchitect their operating models Explain the opportunities and risks created by digital firms Describe the new challenges and responsibilities for the leaders of both digital and traditional firms Packed with examples—including many from the most powerful and innovative global, AI-driven competitors—and based on research in hundreds of firms across many sectors, this is your essential guide for rethinking how your firm competes and operates in the era of AI.

The Human Equation Jeffrey Pfeffer, 1998 Criticizes many common personnel management practices, and argues that policies such as job security and fair compensation result in greater profits in the long run.

What They Really Teach You at the Harvard Business School Francis J. Kelly, Heather Mayfield Kelly, 1987

Organizational Behaviour and Work Fiona M. Wilson, 2018 A critical yet accessible introduction to organisational behaviour and work, this book will help you understand the complexities of organisational life and evaluate modern business practices. Classic organisational behaviour topics such as team-working, motivation, and change are complemented by core critical approaches such as power and control, organisational misbehaviour, and health and well-being through a clear three-part structure. Students are encouraged to look beyond a descriptive approach and truly engage with the content. Examples and 'Stop and Think' boxes placed throughout chapters, as well as end-of-chapter case studies with accompanying questions, provide the opportunity for this engagement and show how each chapter's theoretical coverage applies in real-life business situations.

Organizational Behavior Talya N. Bauer, Berrin Erdogan, 2019

How I Learned to Let My Workers Lead Ralph

Stayer, 2009-09-10 Are your employees like a synchronized V of geese in flight-sharing goals and taking turns leading? Or are they more like a herd of buffalo-blindly following you and standing around awaiting instructions? If they're like buffalo, their passivity and lack of initiative could doom your company. In *How I Learned to Let My Workers Lead*, you'll discover how to transform buffalo into geese-by reshaping organizational systems and redefining employees' expectations about what it takes to succeed. Since 1922, Harvard Business Review has been a leading source of breakthrough ideas in management practice. The Harvard Business Review Classics series now offers you the opportunity to make these seminal pieces a part of your permanent management library. Each highly readable volume contains a groundbreaking idea that continues to shape best practices and inspire countless managers around the world.

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