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We have moved past the Information Age and are now living in the Imagination Age. Intuitive and

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creative thinking skills are as valuable as “hard skills” and are unique to each one of you. You have these innate skills—all you have to do is unleash them. Join up. What does imagination have to do with leadership? Ever since he was in college, Brian Paradis has been intrigued by the question, “What does imagination have to do with leadership?” For thirty years, he studied this puzzle as he honed his business and leadership skills, and one thing became crystal clear: imagination has a powerful influence on leadership. The compelling combination of leader + imagination = an opportunity to unleash all kinds of potential. The world is increasingly complex, knowledge is advancing at an unfathomable rate, and the problems in our world seem unsolvable. Organizations are in near constant and disruptive transition, and the cultures that define them are disconnected, disaffected, and divisive. Too many leaders show up to work wondering if any of it matters. We are “smarter” than any generation in history, but that isn’t the problem. The problem is imagination is not advancing at the same pace. But where there’s a closed door, there’s an open window of opportunity for those willing to walk through, to take a risk, and see what others don’t. Lead with Imagination promises three returns on your investment of time from reading it: You will be inspired by the possibilities and strengthened against the challenges. You will gain power and confidence to imagine, create, and innovate. We are all born with innate imagination and curiosity—learn how to use it. You will release your fullest potential and help release the potential of those you lead. We all learned as kindergarteners to assimilate quickly by giving the teacher (society) the desired answer, and to “fit in.” That colored our thinking from that moment forward and restricted our thinking and use of imagination. But now, it’s time to color outside the lines.

Total quality management (TQM), reengineering, the workplace of the twenty-first century--the 1990s have brought a sense of urgency to organizations to change or face stagnation and decline, according to

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Enhancing Organizational Performance. Organizations are adopting popular management techniques, some scientific, some faddish, often without introducing them properly or adequately measuring the outcome. Enhancing Organizational Performance reviews the most popular current approaches to organizational change--total quality management, reengineering, and downsizing--in terms of how they affect organizations and people, how performance improvements can be measured, and what questions remain to be answered by researchers. The committee explores how theory, doctrine, accepted wisdom, and personal experience have all served as sources for organization design. Alternative organization structures such as teams, specialist networks, associations, and virtual organizations are examined. Enhancing Organizational Performance looks at the influence of the organization's norms, values, and beliefs--its culture--on people and their performance, identifying cultural "levers" available to organization leaders. And what is leadership? The committee sorts through a wealth of research to identify behaviors and skills related to leadership effectiveness. The volume examines techniques for developing these skills and suggests new competencies that will become required with globalization and other trends. Mergers, networks, alliances, coalitions--organizations are increasingly turning to new intra- and inter-organizational structures. Enhancing Organizational Performance discusses how organizations cooperate to maximize outcomes. The committee explores the changing missions of the U.S. Army as a case study that has relevance to any organization. Noting that a musical greeting card contains more computing power than existed in the entire world before 1950, the committee addresses the impact of new technologies on performance. With examples, insights, and practical criteria, Enhancing Organizational Performance clarifies the nature of organizations and the prospects for performance improvement. This book will be important to corporate leaders, executives, and managers; faculty and students in organizational performance and the social sciences; business journalists;

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researchers; and interested individuals.

Principles of Management is designed to meet the scope and sequence requirements of the introductory course on management. This is a traditional approach to management using the leading, planning, organizing, and controlling approach. Management is a broad business discipline, and the Principles of Management course covers many management areas such as human resource management and strategic management, as well behavioral areas such as motivation. No one individual can be an expert in all areas of management, so an additional benefit of this text is that specialists in a variety of areas have authored individual chapters.

Organizing involves continuous challenges in the face of uncertainty and change. How is globalization impacting organizations? How will new strategies for a turbulent world affect organizational design? In this second edition of Organization Theory and Design, developed for students in the UK, Europe, the Middle East and Africa, respected academics Jonathan Murphy and Hugh Willmott continue to add an international perspective to Richard L. Daft's landmark text. Together they tackle these questions in a comprehensive, clear and accessible study of the subject.

We are in a time of accelerating disruptive change. In a VUCA world - one characterized by volatility, uncertainty, complexity, and ambiguity - traditional leadership skills won't be enough, noted futurist Bob Johansen argues. Drawing on the latest forecasts from the Institute for the Future - the first futures think tank ever to outlive its forecasts - this powerful book explores the external forces that are shaking the foundations of leadership and unveils ten critical new leadership skills. How adroit are you at dilemma

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flipping - turning problems that can't be solved into opportunities? Can you develop bio - empathy - the ability to learn from and apply the principles of nature in your leadership? Are you able to practice immersive learning - dive into very different - from - you physical and online worlds and learn from them? Johansen provides role models, tools, and advice to help you develop these and seven other future leadership skills. In addition, Johansen deals with two new forces that are shaping the future. The first is the "digital natives" - people fifteen years and younger who have grown up in a digital world. The second is cloud - based supercomputing, which will enable extraordinarily rich new forms of connection, collaboration, and commerce. In this thoroughly updated and expanded second edition, Johansen is joined by the prestigious Center for Creative Leadership. CCL's contributions help readers understand the new leadership skills by linking them to existing skills, and they provide analytics and exercises so readers can more fully develop these new skills.

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