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Nota di contenuto	The Work Revolution: Freedom and Excellence for All; Contents; Preface; Chapter 1: This Thing We Call Work; What is the problem?; Starting a Work Revolution; Strategy 1: Change All the Organizations; Strategy 2: Follow the Easy Path; The Three Channels of Change; Individuals; Leaders; Organizations; Tying It All Together; Chapter 2: Signs We Have It Wrong; The Deluxe Job-Shove-It Quiz; Interpreting Your Answers; Lens 1: Organizational Layers Analysis; Lens 2: Guiding Principles Analysis; Chapter 3: The New Rules; What Is Our Reality?; Fact 1: Work Never Stops Fact 2: Information Never Stops, and We Will Never Be Able to Consume It All Fact 3: People Are Different; Fact 4: People Have Different Lives; Fact 5: Different Kinds of Work Beg for Different Management Approaches; Putting It All Together; Breaking the Old Rules; The 40-Hour Workweek Rule; The Fixed-Schedule Rule; The Vacation and Sick Time Rule; The Dress Code Rule; The Perks and Benefits Rule; The Job Slot Rule; The Well-Defined Processes Rule; The New Rules; Chapter 4: Impact, Not Activities; Roots of Management By Activity; A Century of Progress; The Problem with Impact Organizations as Problem Statements Mission Statements; Guiding

Principles; Measures of Success; Leaders Asking Questions; Ask, Don't Tell; Share the Impact; Individuals as Instigators; Why?; Permission to Call "Bullshit"; More on Impact to Come; Summary; Chapter 5: Energy, Not Schedules; Rivers of Energy; The Energy of Individuals; Following Your Energy River; Navigating a Team of Rivers; The Workplace as Individual Energy Charger; The Energy of Value; The Role of Individuals in Finding Value; Discovering Organizational Channels of Value; Eliminating Bad Energy; Energy Sucker 1: Bureaucracy  
Energy Sucker 2: Passive Aggression  
Energy Sucker 3: The Worst of All-Bad Managers; Summary; Chapter 6: Strengths, Not Job Slots; Strengths, Talents, Passions; Naming Your Strengths; Strengths of a Team; Allocating Work; Filling the Gaps; Building an Organization on Strengths; Organizational Culture: Who Belongs Here?; We're Just Not That into You; Home within a Home; Create Fluidity; Summary; Chapter 7: The Right Things, Not Everything; And The Number One Leadership Skill Is...; Strategy Is Prioritization; Eliminate the Bottom, Push To the Top; Test 1: Mission Worthiness  
Test 2: Eliminate the Bottom  
Test 3: Push to the Top; Putting It All Together; Team Prioritization; Individuals; How to Say No; Summary; Chapter 8: Grassroots, Not Top-Down; The Power of Small; Think Like Apollo 13 Engineers; Use Data, Not Judgment; Embrace Mistakes and Failure; Empowerment Through Collective Intelligence; Problem Solving through Collective Intelligence; Motivation to Contribute; Letting Go Of Control in Organizations; Leaders Fostering Diversity; Individuals Inspiring Differentiation; Summary; Chapter 9: Conclusion; Fears of Leaders; Fears of Individuals  
It's The System, Stupid

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## Sommario/riassunto

Embrace connectivity, increase empowerment, and achieve better work-life blending We live in a new age of global companies, hyper-access to information, and accessibility to tools that enable us to bring any idea life. Strangely, our workplaces are lagging behind the promise of this open and collaborative world. Most organizations are rule-based, top-down, dreary environments optimized for conformity and little else. The Work Revolution creates a compelling portrait of a different kind of work. "I believe that freedom in the workplace is worth fighting for and that ev

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