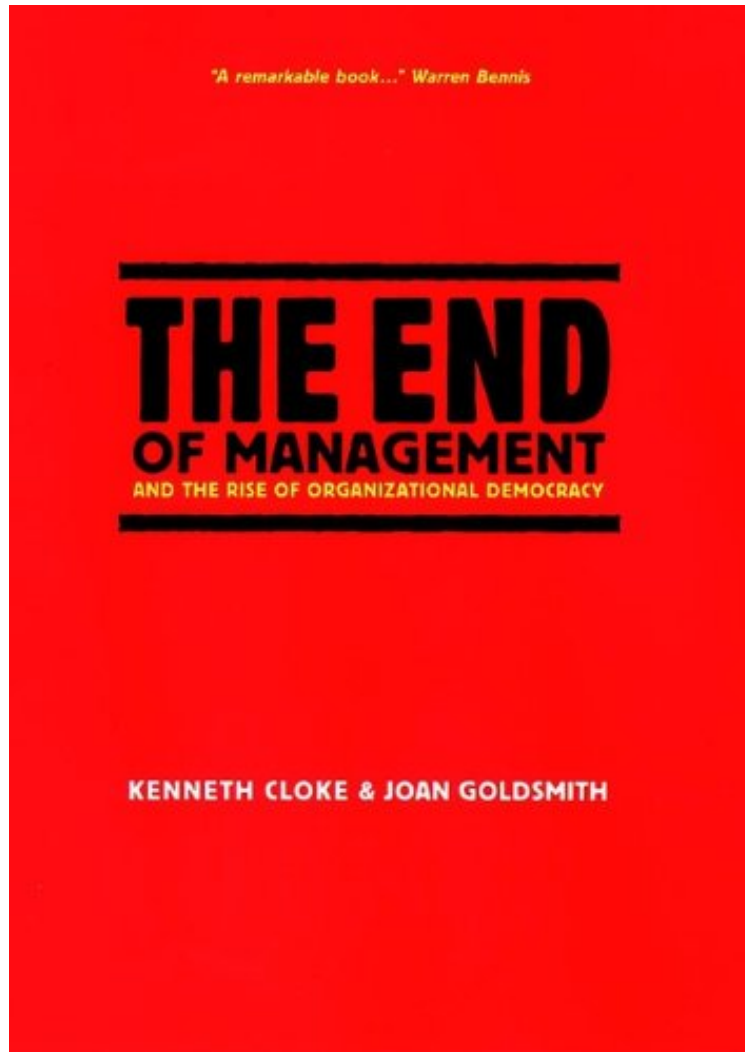


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## The End of Management and the Rise of Organizational Democracy (J-B Warren Bennis Series)

*Kenneth Cloke, Joan Goldsmith*  
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**Kenneth Cloke, Joan Goldsmith : The End of Management and the Rise of Organizational Democracy (J-B Warren Bennis Series)** before purchasing it in order to gage whether or not it would be worth my time, and all praised The End of Management and the Rise of Organizational Democracy (J-B Warren Bennis Series):

1 of 1 people found the following review helpful. How Have I Not Known About This Book?By John G. O'learyAs a leadership coach for 30 years and an organizational consultant for 25 years I can't believe I missed this book (published in 2002) until now. Though I haven't finished reading it, it is already on my list of must-read business books. You should probably take into account my bias: I'm a flat-out proponent of organizational democracy which has informed my work for years. But even if you disagree with the authors' premise - that the tide of history is running

against hierarchy, bureaucracy, and autocracy in our organizations - you will want to hear their case. And if you're seeking some confirmation that workforce democracy can work in a large corporation, read Ricardo Semler's books, "Maverick" and "The Seven-Day Weekend." 0 of 0 people found the following review helpful. one of the most important book you could read about ...By Tamas Kalmanone of the most important book you could read about business and the underlying unspoken taboos of the traditional authoritarian hierarchical contemporary corporate systems.0 of 0 people found the following review helpful. Great read!!By LatashaThis book was amazing to read and is a valuable source to keep!!!

There is a search in process for a new context and paradigm for the organization of the future-an organization that must be capable of producing high-quality, competitive products that satisfy customers without destroying the planet or degrading human life. The End of Management and the Rise of Organizational Democracy calls for a radical set of organizational development initiatives that will combat the destructive forces of globalization, put an end to authoritarian, paternalistic management, and move organizations toward a new "organizational democracy." Kenneth Cloke and Joan Goldsmith detail the practical opportunities, alternatives, and models for these new organizations and challenge leaders to transform their workplace environment into one shaped by a context of values, ethics, and integrity. They reveal how a combination of collaboration, self-management, and organizational democracy can break down long-standing boundaries and foster the far-reaching, sustainable changes critical to success in the twenty-first century.

.com "Managers," proclaim Kenneth Cloke and Joan Goldsmith in the opening to The End of Management and the Rise of Organizational Democracy, "are the dinosaurs of our modern organizational ecology." And after effectively showing how this long-ruling corporate species of "overseers, surrogate parents, scolds, monitors, functionaries, disciplinarians, bureaucrats, and lone implementers" are now as out-of-date as those other behemoths that once ruled the earth, the authors present a practical framework for replacing them with the "visionaries, leaders, coordinators, coaches, mentors, facilitators, and conflict resolvers" they believe are needed for the 21st century. Cloke, a specialist in conflict resolution, and Goldsmith, an organizational consultant and educator, do an excellent job of delineating specific drawbacks to the old system in the first part of their book--and an equally fine job in the second of laying out building blocks for their new approach. Wisely renouncing a one-size-fits-all solution, they delve deeply into the flexible principles behind seven strategies (shape a context of values, ethics and integrity; form living, evolving webs of association; develop ubiquitous, linking leadership; build innovative self-managing teams; implement streamlined, open, collaborative processes; create complex, self-correcting systems; integrate strategically and change the way we change) that should help anyone steer an organization in this contemporary direction. --Howard Rothman "HR professional and others with a commitment to strategic change will be greatly aided by this compact but powerful volume." (People Management, 21 March 2002) "A worthwhile book" (Human Resources, June 2002) "This must rate as possibly the most important management book of the year to date." (Modern Management , 1 June 2002) "A challenging and provocative treatise on how to humanize the workplace. At a time when we are all searching for leadership and striving to find a road map which will help us open our minds, our hearts, and our courage in all areas of our lives, along comes this book to show us the way." mdash;Majorie Randolph "A book that is bristling with wisdom and practical advice. There is not a stale or tired thought on any page. In short, the authors have produced a very important book, one that promises to change the entire foundation of what we have wrongly taken as management." mdash;Ian I. Mitroff, Harold Quinton Distinguished Professor of Business Policy, Marshall School of Business, University of Southern California "The potential today for beneficial business and process change is enormous. But such changes will only happen if the practice of management changes. This book provides a road map for the leadership journey ahead." mdash;Jim Champy, Chairman, Perot Systems Consulting "Goldsmith and Cloke have been inside enough organizations to know how dysfunctional most of them are. Here's a prescription for radical changemdash;creating organizations that work better and that serve people better than anything we have now." mdash;John Case, author of Open-Book Management "Cloke and Goldsmith have shown the way in this remarkable book. They are our advance scouts, and for that I extend a deep bow of respect for their courage and wisdom." mdash;Warren Bennis, University Professor Distinguished Professor of Business Administration Founding Chairman, Leadership Institute Professor, MOR Finance and Business Economics Department of Management and Organization