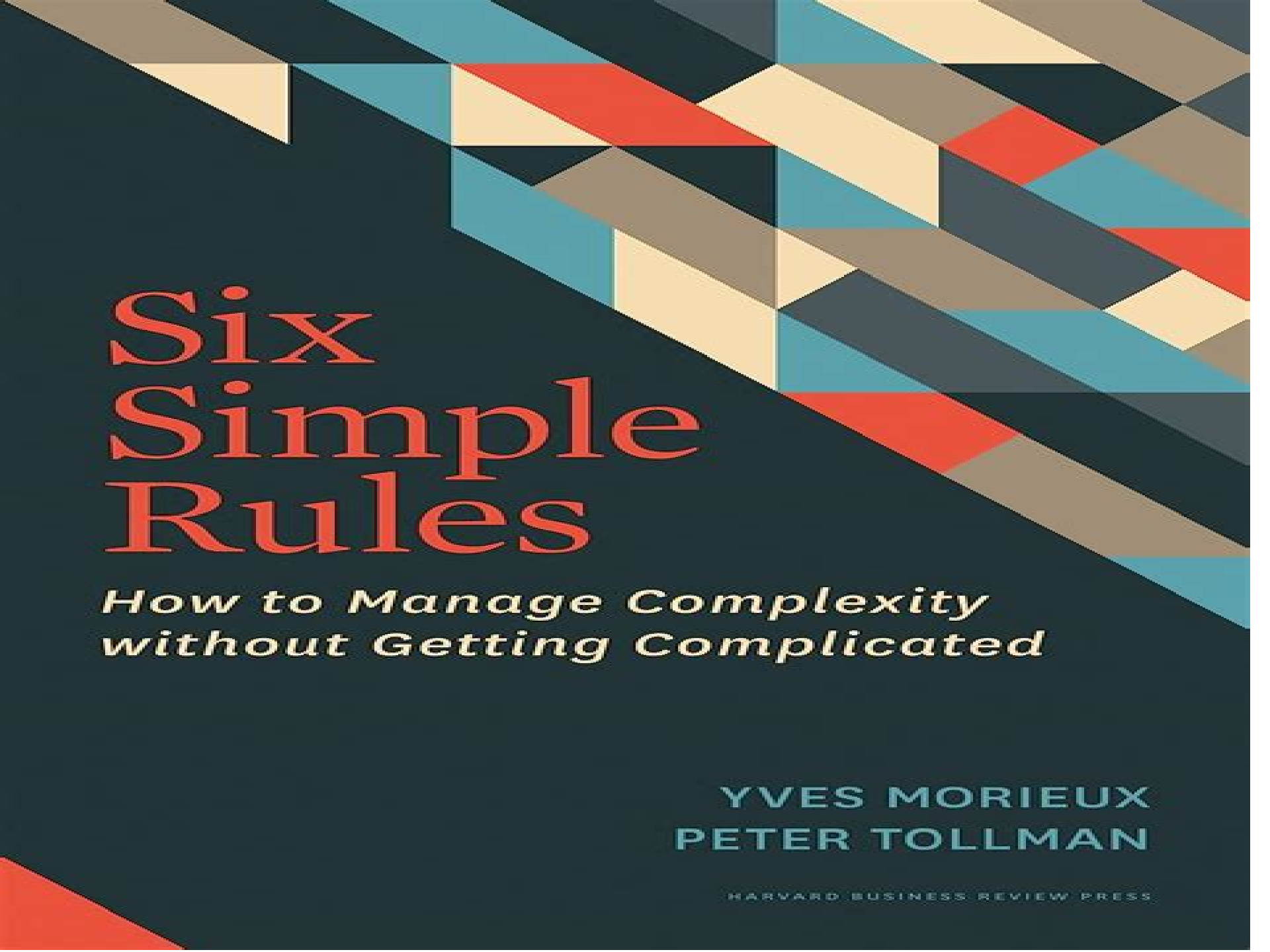




Six Simple Rules

*How to Manage Complexity
without Getting Complicated*

YVES MORIEUX
PETER TOLLMAN

HARVARD BUSINESS REVIEW PRESS

Six Simple Rules How To Manage Complexity Without Getting Complicated

Philippe Chereau, Pierre-Xavier Meschi



Six Simple Rules How To Manage Complexity Without Getting Complicated:

Six Simple Rules Yves Morieux, Peter Tollman, 2014-03-11 New tools for managing complexity Does your organization manage complexity by making things more complicated If so you are not alone According to The Boston Consulting Group's fascinating Complexity Index business complexity has increased sixfold during the past sixty years And all the while organizational complicatedness that is the number of structures processes committees decision making forums and systems has increased by a whopping factor of thirty five In their attempt to respond to the increasingly complex performance requirements they face company leaders have created an organizational labyrinth that makes it more and more difficult to improve productivity and to pursue innovation It also disengages and demotivates the workforce Clearly it's time for leaders to stop trying to manage complexity with their traditional tools and instead better leverage employees intelligence This book shows you how and explains the implications for designing and leading organizations The way to manage complexity the authors argue is neither with the hard solutions of another era nor with the soft solutions such as team building and feel good people initiatives that often follow in their wake Based on social sciences notably economics game theory and organizational sociology and The Boston Consulting Group's work with more than five hundred companies in more than forty countries and in various industries authors Yves Morieux and Peter Tollman recommend six simple rules to manage complexity without getting complicated Showing why the rules work and how to put them into practice Morieux and Tollman give managers a much needed tool to reinvigorate people in the face of seemingly endless complexity Included are detailed examples from companies that have achieved a multiplicative effect on performance by using them It's time to manage complexity better Employ these six simple rules to foster autonomy and cooperation and to effectively handle business complexity As a result you will improve productivity innovate more reengage your workforce and seize opportunities to create competitive advantage

Handbook of Research on Business Model Innovation Through Disruption and Digitalization

Rasmussen, Erik Stavnsager, Petersen, Nicolaj Hannesbo, 2023-02-27 Digital technologies are changing both the national and global business landscapes Digitalization within firms and industries and newcomers from other fields give new conditions for competition through new business models The Handbook of Research on Business Model Innovation Through Disruption and Digitalization discusses the aspects of the innovation of business models through disruption and digitalization It further includes chapters on theories and practices related to the overall theme of how business models are developed Covering topics such as agile networks interactive business models and managerial implications this major reference work is a dynamic resource for business leaders and executives IT managers human resource managers entrepreneurs government officials students and faculty of higher education librarians researchers and academicians

Critical Systems Thinking and the Management of Complexity Michael C. Jackson, 2019-04-08 From the winner of the INCOSE Pioneer Award 2022

The world has become increasingly networked and unpredictable Decision makers at all levels are required to manage the

consequences of complexity every day They must deal with problems that arise unexpectedly generate uncertainty are characterised by interconnectivity and spread across traditional boundaries Simple solutions to complex problems are usually inadequate and risk exacerbating the original issues Leaders of international bodies such as the UN OECD UNESCO and WHO and of major business public sector charitable and professional organizations have all declared that systems thinking is an essential leadership skill for managing the complexity of the economic social and environmental issues that confront decision makers Systems thinking must be implemented more generally and on a wider scale to address these issues An evaluation of different systems methodologies suggests that they concentrate on different aspects of complexity To be in the best position to deal with complexity decision makers must understand the strengths and weaknesses of the various approaches and learn how to employ them in combination This is called critical systems thinking Making use of over 25 case studies the book offers an account of the development of systems thinking and of major efforts to apply the approach in real world interventions Further it encourages the widespread use of critical systems practice as a means of ensuring responsible leadership in a complex world The INCOSE Pioneer Award is presented to someone who by their achievements in the engineering of systems has contributed uniquely to major products or outcomes enhancing society or meeting its needs The criteria may apply to a single outstanding outcome or a lifetime of significant achievements in effecting successful systems Comments on a previous version of the book Russ Ackoff the book is the best overview of the field I have seen JP van Ginch Jackson does a masterful job The book is lucid well written and eminently readable Professional Manager Journal of the Chartered Management Institute Provides an excellent guide and introduction to systems thinking for students of management

Strategies for Organization Design Tiffany McDowell, 2023-02-22 Design better organizations with humans at the center In Strategies for Organization Design Using the Peoplecture Model to Improve Collaboration and Performance EY's People Advisory Principal Dr Tiffany McDowell delivers an insightful exploration of organization design Dr McDowell combines expertise in both applied management and psychology to solve stubborn company challenges with practical solutions Readers will have the opportunity to apply these solutions immediately to create positive impact deal with rapid change and consistently innovate at scale In the book you'll learn to Accelerate organizational transformation in a data driven and evidence based way Make your organization's work mean and matter more to the people doing it Use insights drawn from network science human motivation behavioral economics and organization theory to drive meaningful collaboration A groundbreaking yet accessible new approach to building an exciting innovative and future proofed organization Strategies for Organization Design deserves a place in the hands of managers executives and other business leaders as well as the consultants and specialists who serve them and their companies who are looking for hands on solutions twenty first century business challenges

Complexity Chris Mowles, 2021-11-29 This book interprets insights from the complexity sciences to explore seven types of complexity better to understand the predictable unpredictability of social life

Drawing on the natural and social sciences it describes how complexity models are helpful but insufficient for our understanding of complex reality Taking an interdisciplinary approach the book develops a complex theory of action more consistent with our experience that our plans inevitably lead to unexpected outcomes explains why we are both individuals and thoroughly social and gives an account of why no matter how clear our message we may still be misunderstood The book investigates what forms of knowledge are most helpful for thinking about complex experience reflects on the way we exercise authority leadership and thinks through the ethical implications of trying to co operate in a complex world Taking complexity seriously poses a radical challenge to more orthodox theories of managing and leading based as they are on assumptions of predictability control and universality The author argues that management is an improvisational practice which takes place in groups in a particular context at a particular time Managers can influence but never control an uncontrollable world To become more skilful in complex group dynamics involves taking into account multiple points of view and acknowledging not knowing ambivalence and doubt This book will be of interest to researchers professionals academics and students in the fields of business and management especially those interested in how taking complexity seriously can influence the functioning of businesses and organizations and how they manage and lead Business Simplified: Serving people, becoming better stewards, creating value Michel A. Bell, 2018-01-16 In Business Simplified former business executive Michel A Bell demystifies business with simple helpful ideas from his experience and research Business is about people The right people unified in the correct positions headed in the proper direction to delight customers and create value for stakeholders Straightforward practical solutions from Michel s vast global business experience and research will enable cooperation pinpoint suitable path to gain customers for life and build shareholder value Further insights to design and implement strategies for a competitive edge appear throughout the book Michel cautions against so called five yearly strategic plans which usually excludes tough choices the essence of strategy necessary to steer the entity to its mission **Emotionally Intelligent Methods for Meaningful Leadership** Sayed, Zahir, 2024-11-15 In order to navigate the new normal of a rapidly changing world we must have a true feeling of influence and direction due to the dynamics of the world we live in today This contemporary viewpoint calls for individuals who can inspire support nurture and incentivize their subordinates as they work toward their goals Such individuals are called leaders they are considered strong kind and innovative motivators who can significantly advance their goals by employing cutting edge techniques It is essential to explore the methods that allow leaders to apply new and innovative techniques in navigating their leadership journey Emotionally Intelligent Methods for Meaningful Leadership compiles knowledge on the subject of leadership globally with experts from multiple nations continents and a range of industries thus contributing in depth research on the subject It enhances the study of leadership in the current era offering new dimensions and perspectives Covering topics such as artificial intelligence AI healthcare project management and virtual negotiations this book is an excellent resource for leaders entrepreneurs business professionals

academicians researchers and more *Contract Management* Alain Brunet, Franck César, 2021-07-30 This book presents the latest findings relating to behavioral economics and the digital tools applied to contract management There has been a decisive change in the role of contracts in the past decade with contracts being transformed from purely legal necessities designed to protect against worst case scenarios into tools for optimizing ongoing and mutually profitable business relationships with customers There is an increasing emphasis on tight contracts where time risk and additional costs are passed on to the prime contractor who may suffer heavy penalties in the event of non performance Contracts shape the behavior of the parties involved and as such have a major impact on project success The contract manager's goals are to protect the interests of the company and its shareholders by minimizing the company's financial and contractual liabilities and to maximize its profitability while ensuring end user satisfaction The contract is usually written before the design is fully developed and there is often a mismatch between contractual specifications and what the customer actually wants Good contract management entails preserving the rights of the contractor by ensuring all parties respect their contractual obligations providing advice to the project managers and engineering team preparing profitable amendments to contracts or change requests maintaining good record keeping in the event that claims arise filing notices when necessary and guiding the project to a profitable conclusion Like the ancient Chinese game of Go moves made early in the game notification of events can shape the nature of a potential conflict one hundred moves later arbitration threat Contract management can also smooth the relationship between partners allowing well balanced don't trade a dollar for a penny contracts to be managed through an established process rather than as sporadic events we cannot claim to be in control of our business if we are not in control of the contracts on which it depends Managing a contract with a mix of incomplete manuals fragmented information and poor planning can drive companies to reinvent the wheel Contract management promotes a three phase sequence to streamline information flows across the contract lifecycle from the bid phase to performance project closeout and final payments **Technology and Learning** Rosemary Sage, Riccarda Matteucci, 2024-06-03 This book unpicks how the growing role of technology particularly tools designed to solve real world problems impacts thinking and expression Mind bending AI generated fact fiction art and music challenge the boundaries of machine capability and human consciousness Quantum physics views consciousness as self observation reliant on language and thinking Now machines implement life routines there is a need for better human thinkers and communicators for tackling issues like climate change and overpopulation World Thinking Studies show decline in language and thinking with one third of adults lacking them for life needs Technology reduces direct talk essential for thought A 2024 Mental State of the Year study finds Britain the world's second most miserable place only slightly more cheerful than Uzbekistan showing inability to think through and solve problems The subjects discussed in this book are processes for applying technology successfully practices to determine how to implement technology support for thinking communication and collaboration performance in terms of student technology

experiences and predictions to outline and analyse current technology trends *Strategic Consulting* Philippe Chereau, Pierre-Xavier Meschi, 2017-11-06 Whether you are a business leader internal business partner or external consultant there are six key strategy missions that you will need to undertake as you deal with the re positioning and growth issues that all businesses face at one stage or another during their life cycle assessing the environment defining a strategic positioning choosing a growth strategy expanding internationally combining strategy and innovation or re designing the business model Meschi and Chereau bridge the gaps between academic theory and real world practice between strategic analysis and strategic management and between planning and doing by providing you with six essential mission briefings to help you deliver the best possible outcome Each briefing is structured the same way beginning with an outline of the consulting mission and its content before examining the theoretical background before setting out a complete and practical methodology to complete the mission along with all the tools you will need along the way

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