To most companies, efficiency means profits and growth. But what if your “efficient” company—the one with the reduced headcount and the “stretch” goals—is actually slowing down and losing money? What if your employees are burning out doing the work of two or more people, leaving them no time for planning, prioritizing, or even lunch? What if you’re losing employees faster than you can hire them? What if your superefficient company is suddenly falling behind? Tom DeMarco, a leading management consultant to both Fortune 500 and up-andcoming companies, has discovered a counterintuitive principle that explains why efficiency improvement can sometimes make a company slow. If your real organizational goal is to become fast (responsive and agile), then he proposes that what you need is not more efficiency, but more slack. What is “slack”? Slack is the degree of freedom in a company that allows it to change. It could be something as simple as adding an assistant to a department, letting highpriced talent spend less time at the photo copier and more time making key decisions. Slack could also appear in the way a company treats employees: instead of loading them up with overwork, a company designed with slack allows its people room to breathe, increase effectiveness, and reinvent themselves.In thirty—three short chapters filled with creative learning tools and charts, you and your company can learn how to: \$\#8721\make sense of the Efficiency/Flexibility quandary∑run directly toward risk instead of away from it∑strengthen the creative role of middle management∑make change and growth work together

Daniela Niemeyer

Slack Tom DeMarco, 2001-11-27 To most companies efficiency means profits and growth But what if your efficient company the one with the reduced headcount and the stretch goals is actually slowing down and losing money What if your employees are burning out doing the work of two or more people leaving them no time for planning prioritizing or even lunch What if you re losing employees faster than you can hire them What if your superefficient company is suddenly falling behind Tom DeMarco a leading management consultant to both Fortune 500 and up and coming companies has discovered a counterintuitive principle that explains why efficiency improvement can sometimes make a company slow If your real organizational goal is to become fast responsive and agile then he proposes that what you need is not more efficiency but more slack What is slack Slack is the degree of freedom in a company that allows it to change It could be something as simple as adding an assistant to a department letting high priced talent spend less time at the photo copier and more time making key decisions Slack could also appear in the way a company treats employees instead of loading them up with overwork a company designed with slack allows its people room to breathe increase effectiveness and reinvent themselves In thirty three short chapters filled with creative learning tools and charts you and your company can learn how to make sense of the Efficiency Flexibility quandary run directly toward risk instead of away from it strengthen the creative role of middle management make change and growth work together for even greater profits A innovative approach that works for new and old economy companies alike this revolutionary handbook will debunk commonly held assumptions about real world management and give you and your company a brand new model for achieving and maintaining true effectiveness and a healthier bottom line Slack .2010 Behind Closed Doors Johanna Rothman, Esther Derby, 2005-09-19 Great management is difficult to see as it occurs It s possible to see the results of great management but it s not easy to see how managers achieve those results Great management happens in one on one meetings and with other managers all in private It s hard to learn management by example when you can t see it You can learn to be a better manager even a great manager with this guide You ll follow along as Sam a manager just brought on board learns the ropes and deals with his new team over the course of his first eight weeks on the job From scheduling and managing resources to helping team members grow and prosper you ll be there as Sam makes it happen You ll find powerful tips covering Delegating effectively Using feedback and goal setting Developing influence Handling one on one meetings Coaching and mentoring Deciding what work to do and what not to do and more Full of tips and practical advice on the most important aspects of management this is one of those books that can make a lasting and immediate impact on your career Symbian for Software Leaders David Wood, 2005-11-01 As a co founder of Symbian and former executive of Psion Software David Wood has been actively involved in well over 100 smartphone development projects worldwide Over the time spent on these projects he has come to understand the key issues which determine the difference between successful and unsuccessful projects for Symbian OS This book highlights and explains How to tame the awesome inner complexity of smartphone technology Optimal project team organisation combining agility and reliability The design and the philosophy behind key features of Symbian OS The potential trouble spots of smartphone integration testing and optimisation How to receive the full benefit of the diverse skills in the extensive Symbian partner ecosystem The methods that are most likely to deliver commercial success when using Symbian OS The wider significance of Symbian OS skills and expertise in the evolving mobile marketplace The particular importance of software leaders in bringing breakthrough smartphone products to the market *Managing Software for Growth* Roy W. Miller,2004 Helps managers combat the manufacturing mindset that dominates business thinking and shows why this mindset is harmful to software development Introduces predictability to the historically unpredictable world of software development Allows organizations to improve job satisfaction by fostering an environment of creativity among developers

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