

Why Good Companies Go Bad

INCLUDES NEW MATERIAL

DONALD N. SULL

Previously Published as Revival of the Fittest

Why Good Companies Go Bad And How Great Managers Remake Them

Rachel Sandford



Why Good Companies Go Bad And How Great Managers Remake Them:

Why Good Companies Go Bad and how Great Managers Remake Them Donald Norman Sull, 2005 This is a revised edition of *Revival of the Fittest* published in Harvard Business Review's OnPoint feature in 2003 Sull formerly at Harvard Business School now at London Business School emphasizes making honoring remaking commitments as an attribute behind great managers and businesses He presents case examples data on commitment life cycles and risks and a Commitment Inventory Annotation 2005 Book News Inc Portland OR booknews.com [Revival of the Fittest](#) Donald Norman Sull, 2003 Will Your Organization Still Be Here in Ten Years It's a familiar story A company rises to become an industry leader Competitors try to emulate it Analysts rave about it The CEO's picture is splashed across magazine covers Then the company stumbles profits erode and the stock plummets How does this happen Why do good companies so often go bad More important what can you do to prevent it from happening to your company In *Revival of the Fittest* Donald N Sull takes a provocative look at corporate failure and proposes a practical new model for effecting change that can vastly increase your organization's lifespan Ironically argues Sull leaders sow the seeds of failure during a company's most successful times when they make a set of commitments whether to a core strategy a key customer or an innovative manufacturing method that constitute the company's success formula Managers become so married to the formula that they can't divorce themselves from it when the competitive situation changes They respond to the future by doing more of what worked in the past a phenomenon Sull calls active inertia Based on extensive global research into successful and failed transformations across many industries *Revival of the Fittest* introduces a three step model for making transforming commitments actions that prevent managers from reinforcing old behaviors in the face of change Sull identifies five areas in which transforming commitments can be anchored strategic frames processes relationships resources and values and provides diagnostic tests hands on tools and real company examples to show how managers can Gauge their company's susceptibility to active inertia Determine which commitment is right for a specific situation Appoint the best person to lead the charge Ensure that the new commitment sticks Avoid common mistakes that can sabotage the transformation effort Weigh the personal risks associated with leading corporate change In an unpredictable marketplace commitments can make and break a company But Sull shows that corporate demise is not inevitable Through transforming commitments revival of the fittest is possible and managers can make the difference Donald N Sull is Assistant Professor of Business Administration in the Entrepreneurial Management area at Harvard Business School *Fish Can't See Water* Kai Hammerich, Richard D. Lewis, 2013-09-03 How national culture impacts organizational culture and business success Using extensive case studies of successful global corporations this book explores the impact of national culture on the corporate strategy and its execution and through this ultimately business success or failure It does not argue that different cultures lead to different business results but that all cultures impact organizations in ways both positive and negative depending on the business cycle the particular business and the particular

strategies being pursued Depending on all of these factors cultural dynamics can either enable or derail performance But recognizing those cultural factors is difficult for business leaders like everyone else they too can be blind to the culture of which they are a part The book offers managers and leaders eight recommendations for recognizing those cultural factors that negatively impact performance as well as those that can be harnessed to encourage superior performance With real case studies from companies in Asia Europe and the United States this book offers a truly global approach to organizational culture Offers a fresh approach to the effects of national culture on organizational culture that is applicable to any country in any region Based on case studies of such companies as Toyota Samsung General Motors Nokia Walmart Kone and British Leyland It describes the origins and nature of the most common corporate crisis and how culture impacts the response to such a crisis Ideal for managers business leaders and board members as well as business school students A welcome response to the flat Earth fad that argues we re all alike this book offers a nuanced and practical view of cultural

differentiators and how they can enable or derail business performance **Managing for Success** Morgen Witzel, 2015-04-23 The damage that incompetent managers do is incalculable Every year they wipe tens of billions off the value of companies around the world But the routinely incompetent behaviour that leads to failure is often covered up incompetent managers are paid off and the causes of failure are swept under the carpet Yet most of these failures could have been avoided if only we knew how to spot the signs of incompetence in advance and take steps to prevent it happening Prevention is always better and cheaper than cure Morgen Witzel tackles the problem of incompetence in the round by exploring the political cultural psychological and personal factors that lead to incompetency at every level of business Arrogance excessive reliance on formal plans and metrics lack of professional pride and poor and misguided business education and training are among the problems that drag businesses down Using international case studies from Ford Motor Company Royal Ahold and Lehman Brothers practical solutions are provided for avoiding incompetence by changing the culture within organizations and the ways in which managers are trained and developed to truly manage for success and minimise failure **Fully Charged** Heike Bruch, Bernd Vogel, 2011-03-01 As you re well aware your individual energy ebbs and flows leading to high and low productivity cycles Fail to manage your energy correctly and you risk falling into traps including inertia complacency and frenzied unfocused activity that only erodes the quality of your life The same holds true for your entire organization In Fully Charged Heike Bruch and Bernd Vogel provide tools and strategies to help you manage your company s collective energy First diagnose your company s energy state using the Organizational Energy Matrix By assessing the intensity high or low and the quality positive or negative of the energy in your enterprise you discover which of four energy states your company is experiencing Second move your company out of dangerous states characterized by complacency cynicism aggression withdrawal and other perils By applying practices mastered by companies as diverse as Airbus Novartis SAP and Tata Steel you can shift your firm into a state of high positive energy in which everyone is

emotionally engaged mentally alert and working swiftly and productively toward critical goals Practical and backed by extensive research Fully Charged reveals how to continually refresh your company s energy so it s always ready to tackle the next period of high demand Harvard Business Review ,2003 **Academy of Management Annual Meeting** Academy of Management,2001 *Authenticity* James H. Gilmore,B. Joseph Pine,2007 The authors list the five factors that most directly influence customer perceptions the operational essence of the enterprise the nature of its offerings the effects of the organization s heritage its sense of purpose and its demonstrable body of values Strategy & Business ,2005 *Selected New Books* New Jersey State Library,2003-05 Book Review Index ,2006 Every 3rd issue is a quarterly cumulation

Ethics, Accountability, and Recordkeeping in a Dangerous World Richard J. Cox,2006 This series provides a body of core texts relating to the twin fields of records management and archives Each volume offers a a detailed and professionally written overview of one or more topics within these fields **Choice** ,2003 **Big Winners and Big Losers** Alfred Allen Marcus,2006 What keeps great companies winning year after year even as yesterday s most hyped businesses fall by the wayside It s not what you think or what you ve read To find the real answers strategic management expert Alfred Marcus systematically reviewed detailed performance metrics for the 1 000 largest U S corporations identifying 3% who ve consistently outperform their industry s averages for a full decade Many of these firms get little publicity firms like Amphenol Ball Family Dollar Brown and Brown Activision Dreyer s Forest Labs and Fiserv But their success is no accident they ve discovered patterns of success that have largely gone unnoticed elsewhere Marcus also identified patterns associated with consistently inferior performance patterns reflected in many of the world s most well known companies Drawing on this unprecedented research Big Winners and Big Losers shows you what really matters most You ll learn how consistent winners build the strategies that drive their success how they move towards market spaces offering superior opportunity and how they successfully manage the tensions between agility discipline and focus You ll learn how to identify the right patterns of success for your company build on the strengths you already have realistically assess your weaknesses and build sustainable advantage one step at a time in a planned and logical way FYI Michael M. Lombardo,2004 **California Management Review** ,2003 The British National Bibliography Arthur James Wells,2005 Forthcoming Books Rose Arny,2003-04 **The Publishers Weekly** ,2003 *Guide to Indian Periodical Literature* ,2008

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