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WHY SMART EXECUTIVES FAIL

AND WHAT YOU CAN LEARN
FROM THEIR MISTAKES



SYDNEY FINKELSTEIN

Why Smart Executives Fail And What You Can Learn From Their Mistakes

Sydney Finkelstein



Why Smart Executives Fail And What You Can Learn From Their Mistakes:

Why Smart Executives Fail Sydney Finkelstein, 2004-05-25 Bob Pittman and AOL Time Warner Jean Marie Messier and Vivendi Jill Barad and Mattel Dennis Kozlowski and Tyco It's an all too common scenario A great company breaks from the pack the analysts are in love the smiling CEO appears on the cover of Fortune Two years later the company is in flames the pension plan is bleeding the stock is worthless What goes wrong in these cases Usually it seems that top management made some incredibly stupid mistakes But the people responsible are almost always remarkably intelligent and usually have terrific track records Just as puzzling as the fact that brilliant managers can make bad mistakes is the way they so often magnify the damage Once a company has made a serious mis step it often seems as though it can't do anything right How does this happen Instead of rectifying their mistakes why do business leaders regularly make them worse To answer these questions Sydney Finkelstein has carried out the largest research project ever devoted to corporate mistakes and failures In **WHY SMART EXECUTIVES FAIL** he and his research team uncover with startling clarity and unassailable documentation the causes regularly responsible for major business breakdowns He relates the stories of great business disasters and demonstrates that there are specific identifiable ways in which many businesses regularly make themselves vulnerable to failure The result is a truly indispensable practical must read book that explains the mechanics of business failure how to avoid them and what to do if they happen

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accelerate change while ensuring sustainable growth and achieving your organization's objectives

Meeting the Ethical Challenges of Leadership Craig E. Johnson, 2020-01-14 Meeting the Ethical Challenges of Leadership Casting Light or Shadow explores the ethical demands of leadership and the dark side of leadership The book takes an interdisciplinary approach drawing from many fields of research to help readers make ethical decisions lead with integrity and create an ethical culture

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Senior Executive Assessment Dean Stamoulis, 2015-11-04 Senior Executive Assessment is a concise and practical guide that demystifies assessment that is conducted at the senior executive level Defines Senior Executive Assessment describes its benefits and explains how it differs from assessment at lower levels Discusses how significant shifts in markets and business models can require a change in the characteristics needed in senior executives Provides a practical model with suggestions for assessing senior executives Offers guidelines for determining what assessment methods to use in an organization Examines practical considerations in how to choose professionals to conduct senior executive assessment

Why Some Firms Thrive While Others Fail Thomas H. Stanton, 2012-07-05 Why did some firms weather the financial crisis and others not This book investigates inner workings of over a dozen major financial and nonfinancial companies reveals what went wrong and proposes a remedy Regulators too must learn from past mistakes and require constructive dialogue for companies they supervise

Red Team Micah Zenko, 2015-11-03 Essential reading for business leaders and policymakers an in depth investigation of red teaming the practice of inhabiting the perspective of potential competitors to gain a strategic advantage Red teaming The concept is as old as the Devil's Advocate the eleventh century Vatican official charged with discrediting candidates for sainthood Today red teams are used widely in both the public and the private sector by those seeking to better understand the interests intentions and capabilities of institutional rivals In the right circumstances red teams can yield

impressive results giving businesses an edge over their competition poking holes in vital intelligence estimates and troubleshooting dangerous military missions long before boots are on the ground But not all red teams are created equal indeed some cause more damage than they prevent Drawing on a fascinating range of case studies Red Team shows not only how to create and empower red teams but also what to do with the information they produce In this vivid deeply informed account national security expert Micah Zenko provides the definitive book on this important strategy full of vital insights for decision makers of all kinds

Design for Manufacturability David M. Anderson, 2014-02-04 Design for Manufacturability How to Use Concurrent Engineering to Rapidly Develop Low Cost High Quality Products for Lean Production shows how to use concurrent engineering teams to design products for all aspects of manufacturing with the lowest cost the highest quality and the quickest time to stable production Extending the concepts of design for manufacturability to an advanced product development model the book explains how to simultaneously make major improvements in all these product development goals while enabling effective implementation of Lean Production and quality programs Illustrating how to make the most of lessons learned from previous projects the book proposes numerous improvements to current product development practices education and management It outlines effective procedures to standardize parts and materials save time and money with off the shelf parts and implement a standardization program It also spells out how to work with the purchasing department early on to select parts and materials that maximize quality and availability while minimizing part lead times and ensuring desired functionality Describes how to design families of products for Lean Production build to order and mass customization Emphasizes the importance of quantifying all product and overhead costs and then provides easy ways to quantify total cost Details dozens of design guidelines for product design including assembly fastening test repair and maintenance Presents numerous design guidelines for designing parts for manufacturability Shows how to design in quality and reliability with many quality guidelines and sections on mistake proofing poka yoke Describing how to design parts for optimal manufacturability and compatibility with factory processes the book provides a big picture perspective that emphasizes designing for the lowest total cost and time to stable production After reading this book you will understand how to reduce total costs ramp up quickly to volume production without delays or extra cost and be able to scale up production rapidly so as not to limit growth

Teaming Amy C. Edmondson, 2012-04-03 New breakthrough thinking in organizational learning leadership and change Continuous improvement understanding complex systems and promoting innovation are all part of the landscape of learning challenges today s companies face Amy Edmondson shows that organizations thrive or fail to thrive based on how well the small groups within those organizations work In most organizations the work that produces value for customers is carried out by teams and increasingly by flexible team like entities The pace of change and the fluidity of most work structures means that it s not really about creating effective teams anymore but instead about leading effective teaming Teaming shows that organizations learn when the flexible fluid collaborations they encompass are able to learn The problem

is teams and other dynamic groups don't learn naturally Edmondson outlines the factors that prevent them from doing so such as interpersonal fear irrational beliefs about failure groupthink problematic power dynamics and information hoarding With Teaming leaders can shape these factors by encouraging reflection creating psychological safety and overcoming defensive interpersonal dynamics that inhibit the sharing of ideas Further they can use practical management strategies to help organizations realize the benefits inherent in both success and failure Presents a clear explanation of practical management concepts for increasing learning capability for business results Introduces a framework that clarifies how learning processes must be altered for different kinds of work Explains how Collaborative Learning works and gives tips for how to do it well Includes case study research on Intermountain healthcare Prudential GM Toyota IDEO the IRS and both Cincinnati and Minneapolis Children's Hospitals among others Based on years of research this book shows how leaders can make organizational learning happen by building teams that learn

Entrepreneurship Lessons for Success

(Collection) Bruce Barringer, Edward D. Hess, Charles F. Goetz, R. Duane Ireland, 2012-02-27 3 indispensable insider's guides to entrepreneurship powerful skills insights and confidence builders you won't find anywhere else Three books bring together today's most indispensable lessons for entrepreneurs specific guidance you can use right now to beat the odds and launch a high profit high growth business that lasts The Truth About Starting a Business reveals 53 bite size easy to use techniques for choosing the right business location and entry strategy planning funding hiring and executing a successful launch implementing effective financial management and marketing doing all that and still maintaining a healthy personal life So You Want to Start a Business 8 Steps to Take Before Making the Leap gives you all the knowledge tools and hands on advice you need to avoid 8 killer mistakes that cause most business failures Unlike most books for entrepreneurs this one focuses on the most crucial operational issues associated with consistent profitability from product service design to pricing finding and keeping great employees to managing growth Nothing theoretical here this is fast paced 100% practical advice you can use right now Finally What's Stopping You Shatter the 9 Most Common Myths Keeping You from Starting Your Own Business helps you get past the myths that keep potential entrepreneurs from making the leap and gain all the practical skills and confidence you need to succeed This book's packed with case studies of ordinary people building great businesses and practical techniques you can use too every step of the way From world renowned leaders and experts including Bruce Barringer Edward D Hess Charles D Goetz and R Duane Ireland

Build-to-order & Mass Customization David M. Anderson, 2004 [Learn or Die](#) Edward D. Hess, 2014-09-23 New and evolving technologies and increasing globalization continue to impact many businesses To compete in this rapidly changing environment individuals and organizations must take their ability to learn the foundation for continuous improvement operational excellence and innovation to a much higher level In Learn or Die Edward D Hess combines recent advances in neuroscience psychology behavioral economics and education with key research on high performance businesses to create an actionable blueprint for becoming a leading edge

learning organization *Learn or Die* examines the process of learning from both an individual and an organizational standpoint. From an individual perspective the book discusses the cognitive emotional motivational attitudinal and behavioral factors that promote better learning. Organizationally *Learn or Die* focuses on what kind of structures culture leadership employee learning behaviors and human resource policies are necessary to create an environment that enables critical and innovative thinking learning conversations and collaboration. The volume also provides strategies to mitigate the reality that humans can be reflexive lazy thinkers who seek confirmation of what they believe to be true and affirmation of their self image a reality that makes seeking the truth and high quality learning difficult. Exemplar learning organizations discussed in the book include the secretive Bridgewater Associates LP Intuit Inc United Parcel Service UPS W L Gore and IDEO. *Risky Business* Anna Withers, Mark Withers, 2016-09-01 Making decisions can be tough but how do you know it's the right one and how can you be sure that unconscious biases aren't distorting your thinking. In *Risky Business* Anna Withers and Mark Withers draw on decades of research in the fields of psychology behavioral economics and neuroscience to explain why are so called rational brains are frequently fooled by over 100 powerful unconscious biases. At the same time they provide a straightforward framework everyone can use where these biases are embodied into eight memorable characters that help us to avoid these pitfalls and make better decisions. *The Leadership Shadow* Erik de Haan, Anthony Kasozi, 2014-08-03 In today's fast paced interconnected and mercilessly competitive business world senior executives have to push themselves and others hard. Paradoxically to succeed as leaders they also need to relate to others very well. Under stress and challenge the qualities executives have relied on to get them to the top and to achieve outstanding results can overshoot into unhelpful drives that lead to business and personal catastrophes. *The Leadership Shadow* draws on the lived experience of executives to make sense of what actually happens when their drivers overshoot and they act out the dark side of leadership. It shows how executives can find stability in the face of uncertainty resilience in the face of gruelling demand and psychological equilibrium as a leader in the face of turbulence. **Design for Manufacturability & Concurrent Engineering** David M. Anderson, 2003 *Leading with Questions* Michael J. Marquardt, Bob Tiede, 2023-04-25 A unique and powerful strategy for leading others. In this newly revised third edition of *Leading with Questions* renowned global leadership consultants Michael Marquardt and Bob Tiede describe how to ask powerful questions that generate short term and long term results and success. They show you how effective leaders use questions to encourage participation and teamwork foster creative thinking empower others create relationships with customers and solve problems. The authors offer step by step guidance on the process of learning the art of questioning and techniques like active listening and follow ups you can use in myriad situations with individuals teams and entire organizations. You'll also find The most recent research on how questions change people and companies for the better. Interviews with over 40 world leading executives and managers from a wide variety of industries and regions. Concrete hands on strategies for generating short term results and long term change with questions.

Perfect for managers executives and other business leaders Leading with Questions will earn a place on the bookshelves of anyone interested in better engaging with and leading others **Memorable Customer Experiences** Joëlle

Vanhamme,2016-04-22 Experiential marketing or memorable customer experiences is proving a popular tool amongst businesses seeking to make an impact in a competitive world Yet the scramble to achieve a presence among experience providers has led many companies to design and implement experiential marketing without integrating it with their overall marketing strategy These companies often end up dissatisfying their customers rather than delighting them This research anthology investigates different angles of experiential marketing The 16 chapters are organised in six sections The first section considers whether memorable customer experiences result from the use of traditional marketing practices perhaps implemented more effectively than previously or require entirely new practices with new foundations that turn companies into experience providers Section two details ways businesses seek to build brands through putting experiential marketing into practice while section three asks whether there are general principles that can be applied to the design of customer experiences which ensure successful outcomes whatever market you may operate in Section four examines how companies manage their customer experiences once they have made the strategic decision to provide them and section five looks at methods available to evaluate the success of these customer experiences Experiential marketing changes everything claim the management gurus but is it really so significant that not joining this race is dangerous The last section of the book offers a much needed critique of experiential marketing

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