



Managing without managers

The key to company success

Managing Without Managers

Michael Burawoy



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Managing Without Managers Ricardo Semler, 1989-01-01 **Made Without Managers** Mayden Team, Alison Sturgess Durden, Chris May, Dr Philippa Kindon, 2023-01-19 Can we manage without managers Brought to life through the true stories of the real people who work there Made Without Managers shares one company's eye-opening experiences of a different way of working Concerned that the constraints of conventional line management structures might stand in the way of exceptional innovation and unrivalled customer service the team at Mayden decided to break free from traditional approaches to people hierarchies and take a liberating exciting and sometimes rocky journey into the extraordinary instead What they created was a successful dynamic future-focused company that no longer relies on an outdated blueprint of traditional hierarchical management to get things done What they learned can benefit any business that's looking for more forward-thinking ways of working ways that have the potential to unlock remarkable levels of empowerment creativity collaboration and productivity This authentic and compelling account provides an unprecedented opportunity to go behind closed doors and discover the truth about the realities of working in and running a self-managing organisation directly from the people that have lived and worked through it themselves Learn about the pitfalls as well as the possibilities experience the struggles alongside the successes and shine a light on what it really takes to achieve prosper survive and thrive in a business that's made without managers

Managing Without Managers Shan Martin, 1983-04 A management consultant proposes an entirely original approach to the streamlining of public enterprise In her view workers with practical experience often know what needs to be done far better than managers She shows how management often fails in its role as source of ideas how management has grown disproportionately and how its power to make decisions has been eroded She proposes a new model in which the people who are responsible for the work are also the people who do it raises some provocative questions and presents some thoughtful arguments in support of the idea of eliminating some of the excessive layers of management in the public service American Political Science Review Vol 78

Ethnography Unbound Michael Burawoy, 1991-11-18 Establishes a new landmark in the study of everyday life in the modern metropolis This book brilliantly integrates systematic theory and participant observation data Forms of domination and resistance are poignantly captured in different social settings and admirably related to economic and political forces The volume will do more to enhance ethnographic research than any previous study in sociology William Julius Wilson University of Chicago What is unleashed in Ethnography Unbound is the theoretical and critical potential of exemplary urban fieldwork and pedagogy This book by Michael Burawoy and his talented students sets an inspirational standard to emulate in the classroom and in the field Judith Stacey author of Brave New Families Bravo A book that explodes the barriers that prevent us from seeing simultaneously both the social world and our role in its making The dichotomies of teacher student researcher researched and theory data are subjected to a penetrating and refreshing scrutiny in this unique project Rick Fantasia author of Cultures of Solidarity

Burawoy and his colleagues have rediscovered the ancient truth that participant observation is well suited to understanding the larger society as well as microsocial life. Moreover, they have made that rediscovery superbly. The essays are of high quality and I hope that the book will increase yet further the current interest in participant observation and ethnography.

Herbert J Gans author of *People Plans and Policies* **Management and the Dominance of Managers** Thomas Diefenbach, 2009-05-22 Managers are powerful. The organizations of our time are in essence managerial organizations even our societies are managerial societies. This book looks behind the portrait of management as value free technicality and challenges the image of managers as the selfless pursuer of an organization's survival and development. It explains that individual interests and careers of managers are only part of a wider epochal and historic picture, the picture of managers as the new ruling class using and misusing organizations for their own personal and group interests while portraying their own roles and actions as increasing the efficiency of organizations and serving the public interest. But why exactly are managers so powerful? Why and how do managers dominate our organizations? It will be argued that the prevailing understanding of management and managers is only at the surface about functional aspects. In its very core, management has been and is all about the power and control interests and ideology of managers in short, the dominance of managers over other groups of people. In order to investigate and explain this dominance, a multi-dimensional theory of social dominance of managers will be developed which reveals the personal and group interests behind such claims and is based in its core on three explanatory factors: power, interests, and ideology. These factors themselves will be analyzed as comprehensive, multi-dimensional, and interdisciplinary concepts in order to address the complex nature of managers' dominance appropriately. *Managing* Henry Mintzberg, 2009-08-30 This will be an important textbook in classrooms bringing together not only Mintzberg's own research and thoughts but also weaving in a century of writings by others. It will also reassure individual managers that what they do is important and not easy and no doubt provoke some changes in their thinking. Harry Schacter, *Globe and Mail*. This is an excellent must-read book for managers and aspiring managers. Mary Whaley, *Booklist*. Named one of *Library Journal's* Best of 2009 Business Books. From management legend Henry Mintzberg comes the most authoritative and revealing study of the nature of managing in our time. Through a holistic synthesis of existing data and analysis on managers and by studying a day in the worklife of 29 managers, Mintzberg presents a complete picture of what modern managers do, how they do it, the challenges of their jobs, and how they can be most effective. Perhaps the world's premier management thinker, Tom Peters, One of the most original minds in management. *Fast Company* **The Future of Management** Gary Hamel, Bill Breen, 2007 Presents managers with models for success via explicit examples of management innovation. This book provides context with examples of key business innovations. **VeriSMTM: Unwrapped and Applied** Claire Agutter, Johann Botha, Suzanne Van Hove, 2018-09-25 VeriSM Unwrapped and Applied, the second volume within the VeriSM series, extends the information in the first volume, VeriSM A Service Management Approach for the Digital Age. It shows how VeriSM applies to the digitally

transforming organization This includes information around what digital transformation is approaches to digital transformation and its implications for the entire organization especially the people The book explains how to use the VeriSM model describing the steps to develop maintain and use the Management Mesh to deliver a new or changed product or service Within this content a case study is used to illustrate how to apply the model for each stage and to show the expected outcomes Implications for the entire organization are stressed throughout the entire volume reinforcing the concepts of enterprise strategy tying together the organizational capabilities to produce consumer focused products and services The second part of the book also includes a wealth of case studies stories and interviews from organizations and individuals who have a digital transformation journey to share VeriSM early adopters from around the world provide more information about how they are applying the guidance

Management e-book Henry Mintzberg, Bruce Ahlstrand, Joseph B. Lampel, 2010-10-05

Henry Mintzberg is perhaps the world's premier management thinker a Carlsberg style endorsement of the author from Tom Peters management guru Henry Mintzberg is one of today's best known and most controversial management thinkers Currently Cleghorn Professor of Management Studies at McGill University in Montreal he is always interesting and usually controversial and holds the management and strategy communities in thrall Bruce Ahlstrand likes to prospect for strategy gems in unlikely places from the game of Texas Hold'em to the Greek tragedies He has a D Phil from Oxford University and a M Sc from the London School of Economics Bruce is the author is currently a professor of management at Trent University in Ontario Canada Joe Lampel began his career believing that strategy is the answer but has recently concluded that it may be the answer to the wrong question He first began to suspect this terrible truth during the long journey that produced the first edition of Strategy Safari Joe was awarded a PhD in management by McGill University for good behaviour

When Millennials Take Over Jamie Notter, Maddie Grant, 2017-04-04 Is your organization ready for what is coming Between the decline of modern management the social media shift of power toward individuals and the ascent of the Millennial generation into leadership roles companies of all shapes and sizes are facing a future that they are ill equipped to handle As a result of this perfect storm of changes many organizations are struggling to stay relevant to customers capitalize on opportunities in the marketplace and attract top talent Successful companies on the other hand are shifting to embrace four key capacities that will drive the future of business digital clear fluid and fast Drawing on both cutting edge case studies and research on Millennials in the workplace you'll learn how to successfully apply these four capacities in your context to drive real business results like more engaged employees higher value customers greater strategic agility and stronger magnetic cultures When Millennials Take Over delivers concrete actionable advice you can use to set your company apart as a leader rather than a follower The only constant is change These four capacities are the key to being able to keep up with the complexity uncertainty and rapid shifts in our industries and our world When Millennials Take Over is an intelligently practical guide to how you can build these capacities for your organization starting NOW

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Pittsburgh Survey: Women and the trades, Pittsburgh, 1907-1908 Paul Underwood Kellogg, 1909 Business Organisation and Management ,1926 Management Engineering Leon Pratt Alford, 1923 Includes section Book reviews **The Cornhill Magazine** ,1920 *Management and Administration in Manufacturing Industries* Leon Pratt Alford, 1921 The School Manager: His Office and Duties in Regard to Elementary Denominational Schools John George Wenham, 1878
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