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Good to great executive summary pdf

Then consider joining 25,000 other people to get Monday's Medley newsletter. It's a collection of fascinating findings from my week, usually about psychology, technology, health, philosophy, and whatever else catches my interest. I also include new articles and notes on books. Thanks! Your post has been accepted! Oops! Something went wrong when submitting the form. From the author of Built to Last, Good to Great outlines a model for turning good, average or even average companies into big ones. The book contains a useful model that brings all theories together in a meaningful and memorable way. By bringing together disciplined people, using disciplined thinking and disciplined actions, companies can build up and break through obstacles that hold them back from greatness. The author, Jim Collins, and his research team put together a list of good to large companies that have been compared to comparison companies to determine what separates the elite from others. DOWNLOAD THE GOOD TO GREAT PDF SUMMARY FOR FREE! DOWNLOAD PDFINTRODUCTION Who is this book for? This book is perfect for anyone who runs or works at the company. This will highlight what it is that makes society good and shows you ways to do even better. Author, Jim Collins has put together a list of companies that have gone from good to great and compares it to what he considers an 'average' company. This helps to identify what separates the elite from others. Whether you own a business or work for someone, this book is full of useful insights to help you change the way you and others around you work. About the author: Jim Collins, author of Built to Last is considered a student and teacher of leadership. He has conducted endless hours of research by companies and leaders designed to understand exactly what separates the best from others. With 6 books under his belt, sold more than 10 million copies worldwide, this book, Good to Great has become #1 bestseller. In this summary, Collins outlines a model for turning good, average or even average companies into large ones. The book contains a useful model that combines theory in an action way. This summary will outline Collins' 3 key aspects for a large company: disciplined people, disciplined thinking & discipline action. SUMMARY OF THE BOOK 1. Disciplined people: Leaders see what you may think, Collins explains that not all leaders behind 'big' companies are well-known or high-profile. In fact, Collins outlined the qualities most commonly found among successful leaders. They are humble and humble. Set others take on successes and wins, focus on other people's accomplishments more than their own. Named resolve: Care more about the company than their own profile; their ambition remains within the company and it's a goal, not about their own personal progress. They have what Collins describes as a fierce determination, an almost stoic determination to do so needs to be done to make society great. Collins calls these people Level 5 Leaders: An individual who mixes extreme personal humility with intense professionalism. These Level 5 Leaders are the first to take credit for someone else, recognize the team and the work they put in, always. And when something goes wrong, they accept responsibility, they never use bad luck as an excuse. Who and what? Collins explains that the very first point of the call, when it gets a 'big' company going, focuses on being the right people on board. Rather than have a vision, then get people to work on the vision. Make sure that the people you have on board complement each other and reflect the motives of the companies. Then together you can define the vision. Collins explains it well with the metaphor of the bus. Look, I really don't know where we should take this bus. But I know a lot: If we get the right people on the bus, the right people in the right seats and bad people off the bus, then we'll figure out how to take it somewhere great. Collins identifies why it's easier this way, it's because it's much easier to motivate the right people, less management will be involved. You will find that the right people have jobs, work without problems and work does not feel like 'hard'. If you focus on who first, it's easier to change direction later because these people are on the bus because who else is on the bus. If you focus on what, then people focus on the direction in which the bus goes, and it becomes harder to change direction later. Here are some of Collins' best rental tips; Look for good character over good skills and education. You can't teach character, but you can provide education and training. If you have any doubts, do not hire a person. Follow your instincts. If you find that you have the wrong set of people, act quickly and change it. Do it sooner rather than later. The people who do the best job, let them work where there are opportunities and not where there are problems. Use them for development and progression rather than damage control. This is where they are most beneficial. Good and great management teams are made up of people who discuss intensively in search of the best answers, but who unite behind decisions, regardless of parochial interests. 2. Disciplined THOUGHT: Be realistic, but never lose hope. Collins stresses the importance of being 'brutally honest' when faced with a difficult situation. You have to accept reality so that you can really address these challenges. Living in an alternative world where bad things don't happen isn't really going to do you good for long. When it is real, the solution will more often than not present them as obvious and logical. Here are some of Collins' tips for dealing with difficult situations: Remember, as a leader, engage your staff with questions instead of answers. Use discussion and conversation as the first tools never to pressure. Remember that has the right not only to express his or her opinion, but also to be heard. Be sure to really listen and engage with everyone's opinions. Never place the blame, you can de-build the problem without shoving someone under the bus. Build 'red flag' mechanisms. Don't give people false hope, it just dissuades them. As long as your people are eligible for this job, they will be motivated to solve problems. On the one hand, the leaders stoically accepted the brutal facts about reality. On the other hand, they maintained an unwavering belief in the endgame, and a commitment to prevail as a great society despite the brutal facts. We have come to call this duality the Stockdale Paradox. Hedgehog Paradox: The hedgehog concept is a model for defining your company's strategy in the simplest terms. Why hedgehog? Well, because hedgehogs as a species actively simplify the complex world into a single idea/principle/concept. This creates a basic view of the world, rather than having multi-faceted and confusion of perception. In short, Collins explains, hedgehogs only see the essentials and ignore the insignificant. For example: Walgreens – Simply be the best, most comfortable drugstore, with a high profit per customer visit. That's all. This is a groundbreaking strategy that Walgreens uses to beat Intel, GE, Coca-Cola, and Merck. Collins explains that large companies are based their strategies on what Collins considers a deep understanding of three key dimensions. Collins came to describe these as 'three circles.' Large companies have this understanding and outline a clear and simple concept that is easy to digest and adopt. This unified concept can guide their efforts. Unfortunately, hedgehog concept. These three circles: Jim encourages you to ask the following three questions: What can you be the best in the world? What drives your economic engine? Why are you passionate? If you find an intercept connection between these three questions, you will have the answer. Collins outlines a few key things to think about when to ask these questions: You need to have a real understanding of the business and what you can potentially be the best. And you have to stick to it. You may not be the best at the beginning, but have the opportunity to see the potential in your business that you will be the best eventually. And understand how to get there. Follow your passion and you will never have to work a day in your life. DISCIPLINED ACTION: Create a culture. Jim believes the need to pursue a culture where disciplined people are consistently having disciplined actions. The ultimate goal is the hedgehog concept; unified unifying strategy or concept. If you have the right people on board, then creating this culture should be easy, accepting freedom and providing accountability. Here's a summary of some of Jim's tips for creating a good culture: Avoid bureaucracy and hierarchy. Enable freedom and responsibility, it will inspire a culture that is creative and hardworking. Ensure that people are self-disciplined, but they also need to be passionate and willing to work extra hard if needed. Focus on the hedgehog concept, the intersection of 3 meeting points is key. Have a 'stop making list' to ensure that you and others stop wasting time on unnecessary things. If something doesn't fit into your created culture, then don't let it work together if you're working in the same direction for the same reasons. Don't work. Companies that are good to the great have built a consistent system with clear limitations, but have also given people freedom and responsibility within this system. They hire self-disciplined people who didn't have to be run, and then they ran the system, not the people. Technological accelerators: In today's world, we are accustomed to technological advances and more often than not jump on board once new developments are released. However, Jim points out that good big companies don't pursue new technologies unless they fit into their hedgehog concept. This means that if new technology is not related or does not provide any new opportunities, then they will not spend time on it. Technology is used by good big companies as an accelerator, not a creator of growth. They avoid jumping on technology bandwagons and only follow technology in line with their hedgehogging concept. Jim's Fly Wheel & Doom Loop: This is important to remember that these companies suddenly don't change from being good to great overnight. One morning, you're not going to wake up with a revolutionary big company. Jim describes the process as something that progresses over time; momentum is gradual, similar to a rotating flywheel. There is no defining ah-ha moment that illustrates their dramatic transformation. Instead, dynamism and growth are building slowly overtime, like a recurrent flywheel. Why a smug flywheel? Just as Jim points out at the beginning, when you start pushing the flywheel, the momentum is slow and hard. But with each press, the speed increases and it's easier and easier. Although no extra force is actually needed, the effect is greater with each spin. And that's exactly what Jim describes. Simon stresses that when the environment is built on trust, teams will work together, beyond, survive and thrive. Check out Jim Collins' other best-seller: Built to Last. A thorough review of visionary societies where it identifies what it means and what habits you need to make a society visionary. A great guide to building a successful business or organization that will thrive for a long time. Execution: The discipline of how things do Larry Bossidy is another similar read. 3-part review of what it takes for companies to succeed through strategy, process, leadership and ultimately; Perform. Which distinguishes successful companies from those that fail. Instructions is my eBook, which summarizes the main lessons of 33 of the best-selling self-selling books in one place. It is the final summary of the book; Available as an 80-page eBook and 115-minute audio book. The guidelines set out 31 rules (or guidelines) that you should follow to improve your productivity, become a better leader, do better in business, improve your health, succeed in life and become a happier person. Action: The following three questions; What can you be the best in the world? What drives your economic engine? And what are you passionate about? To find out what your hedgehog paradox is, answer questions and find the capture link. Check out Jim Collins' website for some helpful advice and great resources. See the entire book from Amazon. DOWNLOAD good to great PDF summary FOR FREE! DOWNLOAD PDF This summary is not intended as a substitute for the original book, and all citations are attributed to the above author and publisher. Publisher.

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