Organizational Innovation By Integrating Simplification Learning From Buurtzorg Nederland Management For Professionals


China’s dismantling of the Mao-era rural commune system and return to individual household farming under Deng Xiaoping has been seen as a successful turn away from a misguided social experiment and a rejection of the disastrous policies that produced widespread famine. In this revisionist study, Joshua Eisenman marshals previously inaccessible data to overturn this narrative, showing that the commune modernized agriculture, increased productivity, and spurred an agricultural green revolution that laid the foundation for China’s future rapid growth. Red China’s Green Revolution tells the story of the commune’s origins, evolution, and downfall, demonstrating its role in China’s economic ascendance. After 1970, the commune emerged as a hybrid institution, including both collective and private elements, with a high degree of local control over economic decision but almost no say over political ones. It had an integrated agricultural research and extension system that promoted agricultural modernization and collectively owned local enterprises and small factories that spread rural industrialization. The commune transmitted Mao’s collectivist ideology and enforced collective isolation so it could overwork and underpay its households. Eisenman argues that the commune was eliminated not because it was unproductive, but because it was politically undesirable: it was the post-Mao leadership led by Deng Xiaoping—not rural residents—who chose to abandon the commune in order to consolidate their control over China. Based on detailed and systematic national, provincial, and county-level data, as well as interviews with agricultural experts and former commune members, Red China’s Green Revolution is a comprehensive historical and social scientific analysis that fundamentally challenges our understanding of recent Chinese economic history.

How do organizations structure themselves? A synthesis of the empirical literature in the field, supported by numerous examples and illustrations, provides images that produce a theory. The author introduces five basic configurations of
structure - the simple structure, the machine bureaucracy, the professional bureaucracy, the divisionalized form, and the adhocracy. This book reveals that structure seems to be at the root of many questions about organizations and why they function as they do.

Design has become the key link between users and today’s complex and rapidly evolving digital experiences, and designers are starting to be included in strategic conversations about the products and services that enterprises ultimately deliver. This has led to companies building in-house digital/experience design teams at unprecedented rates, but many of them don’t understand how to get the most out of their investment. This practical guide provides guidelines for creating and leading design teams within your organization, and explores ways to use design as part of broader strategic planning. You’ll discover: Why design’s role has evolved in the digital age How to infuse design into every product and service experience The 12 qualities of effective design organizations How to structure your design team through a Centralized Partnership Design team roles and evolution The process of recruiting and hiring designers How to manage your design team and promote professional growth


In this book, experts discuss whether volatility, uncertainty, complexity and ambiguity (VUCA) represent a challenge or a business opportunity. More intense debates on global climate change, increased turbulence in financial quarters, increased job insecurity and high levels of stress at the workplace are attracting attention in the context of organization behavior and entrepreneurship. Fear and confusion have become part and parcel of business, often undermining trust, cooperation and inspiration. As a response, a new way of organizing self-management has emerged. The book combines practical wisdom from East and West, to develop integrative self-management theory and practice; provides direction to support an integrative mind-set, integrative organization and integrative leadership; and presents VUCA as an opportunity and necessity for development and growth, rather than a threat.

The Economist's Best Business Book of the Year, The Modern Firm is written by one of the world's leading economists and experts on business strategy and organization, and provides new insights into the changes going on in business today.
Patterns of the Future explains the current world using the theory of long-term development waves (Kondratiev waves). Markku Wilenius, Professor of Futures Studies, argues that we are now entering the sixth wave: the age of intelligent, integrated technologies, helping to restore the balance between humans, technology and nature by radically improved material and energy efficiency and a wiser use of human potential. The unfolding sixth wave will challenge our current values, institutions and business models. Using a systems-based approach, Patterns of the Future analyses how corporations and the public sector can navigate in the sixth wave. Case studies look at specific examples of this, using high-profile companies to demonstrate both the best- (and worst-) case scenarios of innovation for change. This book spans concepts from multiple disciplines in the social sciences, making it relevant not only to undergraduate and graduate students in futures studies, environmental studies, economics, and business, but also national policymakers, think tanks, corporate operators and indeed for any one seriously interested in the future. Request Inspection Copy

The Innovating Organization is a systematic, empirical study of the change in forms from traditional multi-divisional hierarchies to flatter, less rigid networks. The rich array of data generated by the eight current international case studies provides fresh insights into the network organization, and suggests new methodologies for organizational research. Coopers & Lybrand, BP, Unilever, Rabobank and Saab are amongst the companies surveyed.

Today's customers want it all and they want it now: innovation, speed, agility, and value. How can you drive operational excellence, stimulate growth, and accelerate idea-to-value innovation throughout your enterprise? Shingo Prize-winning author Steve Bell, joined by other thought leaders, offers useful insights and examples you can start using now. Run Grow Transform takes the next logical step to driving enterprise value. This could be the game-changing playbook for IT 3.0. -Mark Katz, CIO & Senior Vice President, Esselte Corporation A powerful read detailing how companies can leverage their Lean IT transformation to supercharge the business. -Tom Paider, IT Build Capability Leader, Nationwide The consistent application of the practices described in this book has enabled Embraer to reap huge gains. I recommend this book as a desktop companion. -Alexandre Baule, Vice President Information Systems, Embraer Run Grow Transform takes the reader a leap forward, ready for immediate application to bridge Lean and innovation. -Melissa Barrett, Enterprise Architecture & IT Strategy, Premera Blue Cross This book focuses on the most critical and challenging issue for any aspect of the development or use of IT: creating a collaborative learning culture. -Jeffrey K. Liker, Shingo Prize-Winning Author of The Toyota Way Run Grow Transform sets out the principles and practices necessary for success in the new economy. -Jez Humble, author of Continuous Delivery Steve Bell has hit another home run with this book. Either your organization will adopt the wisdom contained in this book and thrive, or your competitors will do so and put you out of business. -Scott Ambler, author Disciplined Agile Delivery and 19 other books It's rare to see truly new insight added to the Lean discussion. Steve Bell does just that by continuing to push the frontiers of Lean thinking. -Alexander Brown, COO, Scrum Inc. A powerful read detailing how companies can leverage their Lean IT transformation to supercharge the business. -Tom Paider, IT Build Capability Leader, Nationwide Steve Bell has mapped a new trajectory. I challenge any CIO to read Bell's breakthrough work and not be compelled to start this journey to become a transformative leader in the creation of real and sustainable value. -Jeffrey Barnes, Society for Information Management (SIM), Regional Director, Advanced Practices Council All too often the IT organization is viewed as an impediment to lean transformation, when it
truly can be a catalyst. Steve's book sorts out all the noise, the jargon, and the "hero culture", guiding the reader to what is so obvious, yet so hard to see: build your culture around your customer! -Josh Rapoza, Director of Web Strategy and Operations, Lean Enterprise Institute

Aligning Lean and IT is a great challenge with a big payoff. This book really shows how Lean and IT can create a strong enterprise; it's a great inspiration. -Klaus Lyck Petersen, Solar A/S A must read for any organization that is pursuing continuous improvement. In today's world, real business improvement cannot be achieved without the IT factor; this book will help any organization achieve the improvement that they are seeking. -Barry J. Brunetto, Vice President, Information Systems, Blount International

Precise, concise, and entertaining, this book provides the reader with crucial tips on how IT can help enterprises survive and thrive in a fast-paced technological and economic environment. This is mandatory reading not only for businesses and IT organizations, but also for universities and policy makers. -Fuat Alican, PhD, Vice President, Central American Scientific Research and Education Center

Not just for Lean Practitioners, Run Grow Transform is a must-have reference for any IT organization, regardless of size, age or industry, looking to move to the next level of performance. -Sarah Topham, Lean Deployment Leader, Information Technology & Product Management, Paychex, Inc. This is a long overdue book that addresses the key challenges for today's IT organization and puts Lean IT into a context that is too often lacking. -James Finister, Tata Consultancy Services

The 'business as usual' scenario is not an option in today's economy and global challenges. A transformation in methods, tools and frameworks is needed to guide our business decisions. This book is your first step! -Khuloud Odeh, IT Director, Grameen Foundation

Delivering beyond the helpful folk wisdom and narrow techniques and technologies found elsewhere, Steve Bell and his contributors provide practical full value stream lifecycle methods for continuous improvement using Lean in an IT and customer (business) setting. -Martin Erb, Director of Professional Services, Pink Elephant

Run Grow Transform clarifies the eternal quest of IT: to simply "running" of the business and to create innovative solutions to grow the business and create sustainable competitive advantage to transform the way customers interact with your business, in plain, actionable advice from one who has been on the front lines. -Tom Foco, Value Stream Solution

This book brings together a number of important essays on the intersection of servant leadership and social entrepreneurship, examining them through a shared focus on 'the will to serve'. This combination bears out the insight that inspiring social and economic leaders are able to transform a conflictual human settlement into a collaborative and caring human community. The book seeks to answer the question of whether we can induce from their 'way of doing things' a model of civic entrepreneurship and leadership that can inspire people in profit, non-profit and public organizations. It also examines the extent to which the will to serve is compatible with the will to maximize profit or the will to gain economic, political or religious power. Furthermore, it asks how far different spiritual traditions create different models and examples of servant leadership and social entrepreneurship. This book will be of interest to researchers working in the fields of business ethics, business spirituality and corporate social responsibility.

This textbook provides a clear understanding of leadership needs in today's business world, explained within the scope of hard and soft leadership skills. It captures qualities and skills such as spirituality, empathy, moral behavior, mindfulness, empathy, problem solving, self-confidence, ambition, knowledge, global understanding, and information technology. This text explains and provides guidelines for the implementation of each skill and includes examples from contemporary and historical leaders inviting the reader to consider each quality and engage in self-reflection. This book deviates from excessive theoretical descriptions presenting a timely, hands-on approach to leadership. Featuring contributions from academics and professionals from around the world, this text will be of interest to students, researchers, professionals in business and leadership who aspire to lead beyond their immediate environment.

Companies need an update. The way we run most companies today is detrimental on so many levels. It is neither well-performing nor allowing technology and humans to flourish. Yet there are progressive organizations that show that through distributing power more evenly, we can make the workplace much better than ever before. This book shows how.

This book explores the ways in which the adoption of new paradigms, processes, and technologies can lead to greater revenue, cost efficiency and control, as well as improved business agility in the insurance industry.

Managing Innovation is an established, best-selling text for MBA, MSc and advanced undergraduate courses on innovation management, management of technology, new product development and entrepreneurship. It is also widely used by managers in both the service and manufacturing sectors. Now in its fifth edition, the text has been fully revised and is accompanied by the Innovation Portal at www.innovation-portal.info, which contains an extensive collection of additional digital resources for both lecturers and students. Features: The Research Notes and Views from the Front Line feature boxes strengthen the evidence-based and practical approach making this a must-read for anyone studying or working within innovation. The Innovation Portal at www.innovation-portal.info is an essential resource for both student and lecturer and includes the Innovation Toolkit – a fully searchable array of practical innovation tools along with a compendium of cases, activities, audio and video clips.

Why is the culture of a stagnant workplace so difficult to improve? For decades, business leaders have been equipping themselves with every book, philosophy, reward, and program the so-called experts have convinced them to buy into, yet companies everywhere continue to struggle with toxic cultures, and the unhappiness and low productivity that go with them. In Trust Factor, neuroscientist Paul Zak shows that innate brain functions hold the answers we’ve been looking for. Put simply, the key to providing an engaging, encouraging, positive culture that keeps your employees energized is trust. When someone shows you trust, a feel-good jolt of oxytocin surges through your brain and triggers you to reciprocate. This simple mechanism creates a perpetual trust-building cycle between management and staff, and--voilá!--the end of
stubborn workplace patterns. Incorporating science-backed insights for building high-trust organizations with successful examples from The Container Store, Zappos, and Herman Miller, Trust Factor explains:
• How brain chemicals affect behavior
• Why trust gets squashed
• How to stimulate trust within your employees
• And more! Stop recycling the same ineffective strategies and programs for improving culture. Learn to cultivate a workplace where trust, joy, and commitment compounds naturally by harnessing the power of neurochemistry!

The book on complex systems, sustainability, and innovation explores a broad set of ideas and presents some of the state-of-the-art research in this field concisely in six chapters. In a complex system, it is difficult to know exactly how the individual components contribute to an observed behavior and the extent of each component's contributions. It is the interactions of the individual components that determine the emergent functionalities. This makes it difficult to understand and predict the behavior of complex systems and hence the effects of any innovations in this field. This necessitates for the emergence of a new age of innovations with the main focus on user orientation and sustainability. This book explores some of the complex systems and their dependence on the environment to provide a long-term perspective, aiding innovations and supporting a sustainable society. The intended audience of this book will mainly consist of researchers, research students, and practitioners in the field of complex systems and sustainability.

It has long been assumed that product innovations are usually developed by product manufacturers, but this book shows that innovation occurs in different places in different industries.

PRAISE FOR VALUE CREATION PRINCIPLES "In Value Creation Principles, Madden introduces the Pragmatic Theory of the Firm that positions the firm as a system fueled by human capital, innovation, and, at a deeper level, imagination. He challenges us to understand how we know what we think we know in order to better discover faulty assumptions that often are camouflaged by language. His knowledge building loop offers guideposts to design experiments and organize feedback to facilitate early adaptation to a changed environment and to avoid being mired in ways of thinking rooted in 'knowledge' of what worked well in the past—a context far different from the context of today. His book explains a way of being that enables those who work for, or invest in, business firms to see beyond accounting silos and short-term quarterly earnings and to focus on capabilities instrumental for creating long-term future and sustainable value for the firm's stakeholders. I can't recommend this astounding book enough especially given its deep and timely insights for our world today." —John Seely Brown, former Chief Scientist for Xerox Corp and Director of its Palo Alto Research Center (PARC); co-author with Ann Pendleton-Jullian of Design Unbound: Designing for Emergence in a White Water World "In contrast to existing abstract theories of the firm, Madden's pragmatic theory of the firm connects management's decisions in a practical way to a firm's life cycle and market valuation. The book promotes a firm's knowledge building proficiency,
relative to competitors, as the fundamental driver of a firm's long-term performance, which leads to insights about organizational capabilities, intangible assets, and excess shareholder returns. Value Creation Principles is ideally suited to facilitate progress in the New Economy by opening up the process by which firms build knowledge and create value, which is a needed step in revising how neoclassical economics treats the firm." —Tyler Cowen, Professor of Economics, George Mason University; co-author of the popular economics blog Marginal Revolution "Bartley Madden rightfully points out that both textbook and more advanced economic theories of the firm fail to address the concerns of top management and boards of directors. He offers a tantalizing pragmatic alternative that directly connects to quantitative changes in the firm’s market value. His framework gives recognition to the importance of intangible assets, and his pragmatic approach is quite complementary to the Dynamic Capabilities framework that strategic managers implicitly and sometimes explicitly employ." —David J. Teece, Thomas W. Tusher Professor in Global Business, Faculty Director, Tusher Center for the Management of Intellectual Capital, Haas School of Business, University of California, Berkeley

Durch zunehmende Komplexität und steigende Arbeitsteilung in der Pflege leidet nicht nur die Arbeitszufriedenheit, sondern auch die Versorgungsqualität. Eine erstmals im deutschsprachigen Raum durchgeführte pilotierte Interventionsstudie zeigt, wie sich Primary Nursing als beziehungsorientiertes Pflegesystem in der ambulanten Langzeitpflege konkret umsetzen lässt und welche Auswirkungen dadurch zu erwarten sind. Ein neuer, für die ambulante Langzeitpflege praxisnah entwickelter Standard samt Erläuterungen zur praktischen Umsetzung von Primary Nursing im Setting ermöglicht Pflegekräften eine beziehungsbasierte Pflege und liefert Führungskräften wichtige Anhaltspunkte zur Implementierung des Pflegesystems in die eigene Einrichtung. Dieses Buch legt die festgestellten pflegeökonomischen Vorteile durch Anpassungen in der Pflegeorganisation dar, ebenso wie das Potential für bessere gesundheitliche Outcomes durch pflegerisches Fallmanagement durch die zugewiesene Primärverantwortung für den Pflegeprozess. This book presents the theory of integrating implification and it provides a profound evidence based study of Buurtzorg Nederland. The case itself, forming the building block of the theory, has received tremendous interest in the Netherlands and abroad. This is the first international book on Buurtzorg Nederland and the first one departing from a management multidisciplinary perspective. The book demonstrates theory building by using the Grounded Theory Methodology as a way to contribute to management theory. Integrating simplification gives room for context specific implementation of organizational innovation to different industries. This book examines how to develop the main traits that are necessary to become an “informed intuitant”. Case studies and examples of successful “informed intuitants” are a major component of the book. “Intuitant” is someone who has the intuitive awareness to be successful. “Informed intuitant” indicates that the individual/decision maker not only applies
his/her intuition but also verifies it through using data-driven approaches (such as data analytics). Some of this work resulted from research examining how well do executives trust their intuition.

"This book offers a new look at the latest research and critical issues within the field of information systems by creating solid theoretical frameworks and the latest empirical findings of social developments"--


Discusses the main issues, challenges, opportunities, and trends related to the impact of IT on every part of organizational and inter-organizational environments.

This book consists of select proceedings of the International Conference on Functional Material, Manufacturing and Performances (ICFMMP) 2019, and presents latest research on using the combined intelligence of people, processes, and machines to impact the overall economics of manufacturing. The book focuses on optimizing manufacturing resources, improving business value and safety, and reducing waste – both on the floor and in back-office operations. It highlights the applications of the latest manufacturing execution system (MES), intelligent devices, machine-to-machine communication, and data analysis for the production lines and facilities. This book will be useful to manufacturers of finished goods and of sub-assemblies in the automotive, agriculture, and construction equipment sector. It will also provide solutions to make production strategies exceptional and can be a useful reference for beginners, researchers, and professionals interested in intelligent manufacturing technologies.

Packed with dramatic case studies, this step-by-step guide shows managers how to adopt the seminal benchmarking techniques revolutionizing quality at companies like Federal Express, AT&T, and other industry leaders. Features timesaving tips, evaluation charts, graphs, ethics, and antitrust guidelines. 50 illus.

There is a tendency to assume that teams will naturally know how to self-organise and optimise their collective talents. This thoughtful and
engaging book explores the practicalities of coaching teams and some of the challenges that naturally occur because of who we are as human beings. Part of The Professional Coaching Series, this book challenges the assumption that self-organising teams will work in all settings, answering some of the recurring questions and challenges observed in many organisations. How do we connect with each other, so we create trust? How do we work through conflict and see it as part of a natural ebb and flow in relationships? How do we create meaningful work in the context of an ever-changing environment? The opening chapter lays out some basic team coaching principles to help set the stage for coaching people in teams and there are coaching questions in each chapter to engage the reader, as well as tools they can use immediately. Coaching teams is more than just applying coaching skills. It requires a deep understanding of how people behave and an adaptive approach to coaching. This book provides both research references and practical tools to help team coaches start their team coaching journey.

This volume provides new conceptual insights to help organizations improve health and wellbeing in society. Some chapters do this by addressing macro-level change, some by highlighting evidence-based change at the micro level, and others by extending theory and integrating perspectives that heretofore have remained separate.

Currently, the prime focus for US business plans should not be on the manufacturing process design and delivery processes, but on greatly improving innovation leadership, design engineering capability, and sales and marketing innovation. These three areas have been sadly lacking significant performance improvement during the past 20 years. The magic word for US business is "simplification." Most of the books written to date focus on the solution development aspect of the Innovation System Cycle, which is less than 15% of the total innovative system. Focusing on solution development is only the start -- the rest of the innovation system cycle is what turns an idea into a profitable business. The techniques in this book are directed at key tasks across the innovative process, such as maximizing quality, productivity, maintainability, usability, and reliability, while focusing on reducing the product cycle time and costs within the innovative process. This book uses more than 50 different approaches/concepts, which leads the reader in a very simple method for understanding, establishing, and effectively using an innovative system to provide a significant marketing advantage. Previous books have focused on what to do; however, this book focuses on how to do it. It transforms a complicated complex system into easy-to-use and understand methodology.

This book demonstrates how principles of a Humanistic Management paradigm are practiced in a variety of industries and regions by businesses of different ownership structures and sizes. What unites these businesses is their commitment to the three stepped approach of Humanistic Management, which is grounded in unconditional respect for the dignity of life, the integration of ethics in management decisions, and active engagement with stakeholders. These businesses are not labeled social enterprises, but operate within the mainstream of competitive markets. However, they do have a deep sense of responsibility towards the communities in which they operate and act accordingly, knowing that sustaining business success over time depends on a value proposition to society at large. The cases featured in this book serve to clarify that businesses can thrive not despite but because they are upholding principles of Humanistic Management. It will be valuable reading for academics working in the field of business ethics, sustainability and corporate social responsibility.

Customers are increasingly seeking "low-cost, high-quality" or what is known as frugal products that meet the buyer’s needs while reducing the associated cost of ownership. This book examines the developing principles and theories of frugal innovations across
the globe. The authors identify frugal innovation (FI) using a multi-method approach to data analysis. They argue that the concept of frugality as a societal/ethical value has undergone several changes and propose a differentiated model of frugal innovations. They address frugal innovations that have never been accessible to the public. Hands-on case studies across multiple industry sectors and countries, supported by theory, provide multiple learning opportunities. The authors explore the relationship between FI and digitalization and technology, and discuss how FI can be applied in the context of contemporary issues such as food security. Further, they articulate the mechanisms by which FI beliefs and values can be incorporated into organizational culture. The final chapters address both ethical and controversial views of frugal innovation. The book is a valuable resource for students in business courses, for industry professionals wanting to improve their triple bottom line, and for educators wanting to influence and change the mind-sets of the younger generations to effectively deal with today’s and tomorrow’s challenges.

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Written as a novel, "The Basics" helps managers, leaders, practitioners, and others understand the fundamentals of the Integrated Enterprise Excellence (IEE) system. It relates how four friends playing golf improve their games in both business and golf by using the IEE system to go beyond Lean Six Sigma and the Balanced Scorecard.

Modern life is complicated, much more so than it used to be. Acclaimed author and social entrepreneur, Julia Hobsbawm, shows you a simpler way. The Simplicity Principle challenges the assumption that all things that are complex have to stay that way. It helps keep things as lean, simple and focused as possible. Smartphone users experience concentration interruptions every 12 minutes of the day, there are over 250 billion emails sent every 24 hours and by 2021 the internet will have created more than 3.3 zettabytes of data. Yet complexity doesn't have to dominate, complicate or clutter our lives. Based on a hexagonal model, this book shows you that it's easy to streamline and simplify both your professional and personal lives with lessons based on the natural world. For anyone who feels that life can be too much, The Simplicity Principle will help you break free of the endless choices and complexities that we face in the world today. It's time to gain control of your focus and productivity, and most
importantly, KEEP IT SIMPLE.
This volume gathers a selection of papers presented at the International SPES Conference Business for Peace, Strategies for Hope held in Ypres in April 2014. The papers illustrate the impact of religion in peace management and present solutions and practices for corporate peace-building.

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