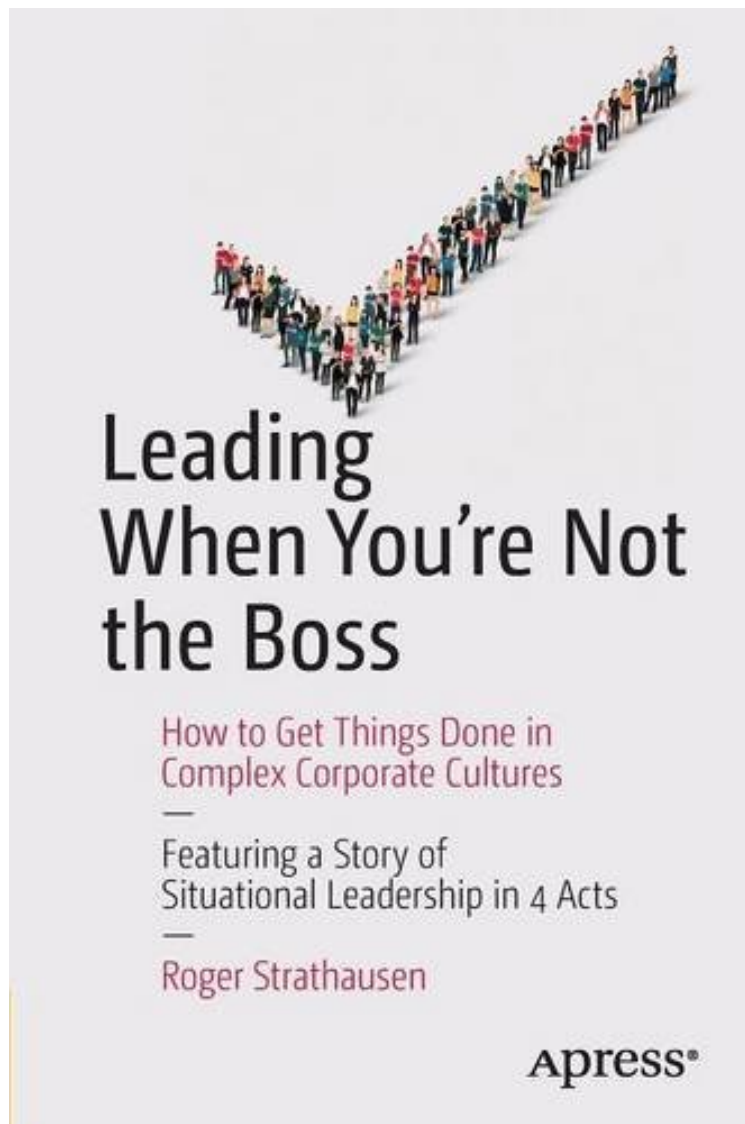


[Mobile ebook] Leading When You're Not the Boss: How to Get Things Done in Complex Corporate Cultures

Leading When You're Not the Boss: How to Get Things Done in Complex Corporate Cultures

Roger Strathausen

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Roger Strathausen : Leading When You're Not the Boss: How to Get Things Done in Complex Corporate Cultures before purchasing it in order to gauge whether or not it would be worth my time, and all praised Leading When You're Not the Boss: How to Get Things Done in Complex Corporate Cultures:

0 of 0 people found the following review helpful. Totally UnfocusedBy Cheryl S. TothThis book rambles a good bit but NEVER actually gets to how to lead when you are not the boss or more importantly in my situation how to teach

others to do so. WOW! It is not a hate issue but I really think this is the most unfocused book I have ever encountered. 3 of 3 people found the following review helpful. Completely misses the point of "leading when you're not the boss" By p3j6 five star reviews, not a single one is a confirmed purchase on ... I find that remarkable. My view on this book is that it completely misses the point of "leading when you're not the boss". The author spends a considerable amount of time discussing about "the financial crisis" and other non-sensical topics which he obviously does not master and that have nothing to do with the point. There are a few insightful sentences in the book, that I have highlighted and that don't sum up to 2 pages. All the rest is just chatting about topics which are not even remotely related to the main topic which should be "leading without being the boss". I have set up an organisation where there are no managers in a team of 30 RD engineers. I was looking for some material to give to my team so they can better deal with the day to day issues that arise from such a set up. Unfortunately, this book is not going to be useful in any way. Very disappointing. 1 of 1 people found the following review helpful. Great read, entertaining and thought-provoking at the same time! By Ingo I saw the author of *Leading When You're Not the Boss* at a talk in Berlin and was intrigued by the thought-provoking ideas he presented. Same thing happened while reading his book. He takes us on a very entertaining, sometimes philosophical, sometimes literary, and always truly original exploration of leadership in a post-management (business) world. Even though I have no business background whatsoever, I thoroughly enjoyed this book. It's well written, well-structured, and makes you think. At the beginning, I found it a little difficult to get into the fictional sections of the book (there is a story of Dave, an account manager with a global IT-company). But the benefits of this mixed literary approach got quickly tangible: by weaving a real life albeit fictional story in between its sharp analytical parts, the book shows us how leading when you're not the boss can actually work in concrete situations. As the book tells us: true leaders are normal people - the only difference is that they dare to lead!

Answer the questions that arise when managers and workers need to adjust to unfamiliar leadership roles and rules in flattened organizational forms. *Leading When You're Not the Boss* provides a conceptual framework that you can apply when assessing your own organizations and work. The book discusses the underlying ideas necessary for a shift from a culture of hierarchies to one of relationships and the establishment of intrapreneurial and holistic work environments. This book supports the trend in many corporations toward flattening parts of their traditional top-down hierarchical management systems into more egalitarian, democratized, and distributed organizational forms. It analyzes the weaknesses of "management" culture at a time of ever more rapid change and complexity in the business world and illustrates how flattened organizational units increase agility, innovation, and efficacy. Moreover, it discusses how individuals can exercise effective leadership despite lacking the command-and-control authority of conventional bosses and ways for organizations to cultivate effective "post-management" cultures. Especially in the technology sector, large projects have become too complex to be mastered by any single leader. Drawing on his experience as a senior manager and executive consultant for a number of Fortune Global 500 companies, Roger Strathausen analyzes the situations and benefits that motivate companies to adopt flattened organizational forms. He shows that empowering a multi-talented group to manage itself by horizontal cooperation can deliver products with more speed, efficiency, innovation, and nimbleness than a solo boss could, while yielding higher employee productivity and retention rates. With an entertaining mix of real-world examples and an episodic HBR-style fictitious case study, the author illustrates throughout the book how his leadership lessons can be serviceable only when intelligently tailored to the dynamic complexities of specific situations, including the personalities and competencies of the people involved.

About the Author Roger Strathausen is a business consultant with expertise in organizational design, process modeling, corporate universities, talent strategy, coaching, functional team building, and post-management leadership whose clients are chiefly multinational companies. He was previously a senior manager at Accenture and an external consultant at SAP. Dr. Strathausen lectures on leadership, management, HR, and learning at the Technical University of Berlin, the University of Applied Sciences for Engineering and Economics (HTW Berlin), and the Berlin School of Economics and Law (HTW). He previously lectured at the University of Heidelberg and the University of Kaiserslautern. Strathausen took his PhD from Stanford University while on Fulbright and Stanford Dissertation Fellowships and his MA from the University of Tübingen.