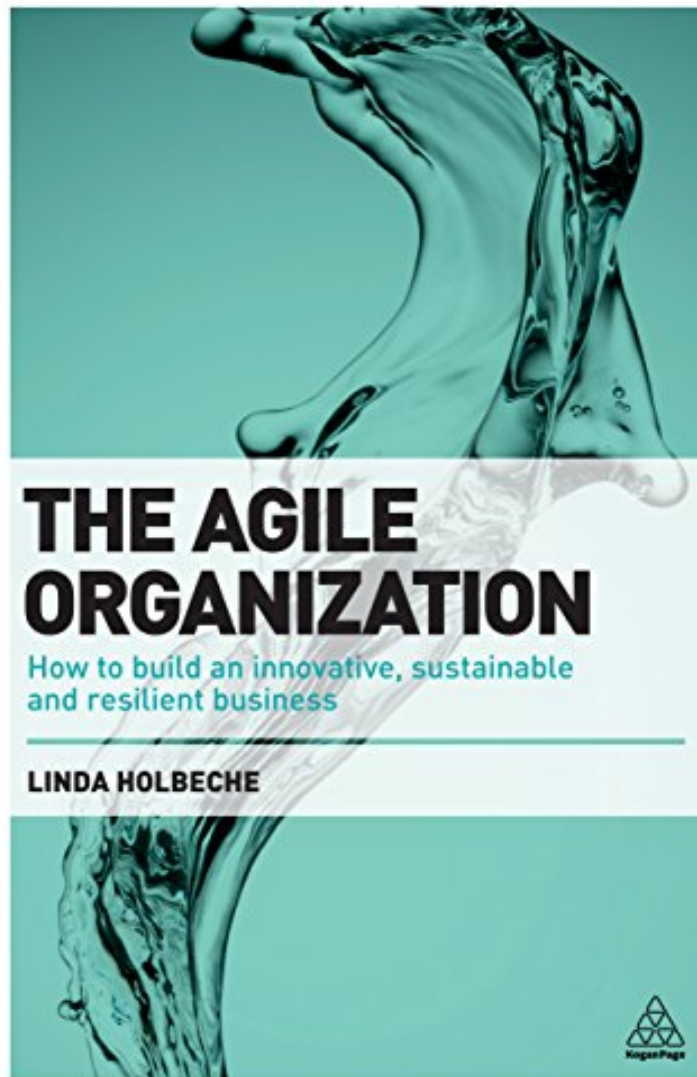


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The Agile Organization: How to Build an Innovative, Sustainable and Resilient Business

Linda Holbeche

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Linda Holbeche : The Agile Organization: How to Build an Innovative, Sustainable and Resilient Business before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Agile Organization: How to Build an Innovative, Sustainable and Resilient Business:

Given today's context of tough change, organizations need to be able to innovate as well as develop and implement strategy quickly and efficiently. The key to this is agility - a set of capabilities that can help organizations to rapidly adapt to changing circumstances. At the same time, resilience is also essential if benefits are going to endure over the longer term and if employees are to be kept on board. The Agile Organization focuses on how to build both agility and resilience at individual, team and organizational levels. It draws on a wealth of research, including the lived experience and learning of managers and HR and organization development (OD) professionals to show how it is possible to 'square the circle', becoming more sustainably agile while also enhancing employee engagement and resilience. The Agile Organization showcases the latest thinking - new organizational models, ground-breaking themes and case studies - that illustrate how organizations are addressing the challenge of developing organizational agility. Packed with helpful checklists and practice pointers, this book is a 'go to' guide for senior leaders and managers, HR and OD specialists who want to help bring about organizational transformation and create the new resiliently agile 'business as usual'.

"In a fast changing and uncertain world, agility and resilience are the critical capabilities for organisations to be able to respond and adapt. This book provides comprehensive coverage of the many factors that impact agility, from mindset and culture, leadership and engagement, to operating models, skills, practices and processes. A great read for leaders, managers and practitioners." (Peter Cheese, Chief Executive, CIPD) About the Author Linda Holbeche is an international consultant, developer and author in the fields of HR, leadership, strategy and change. Based in the UK, the author was previously Director of Research and Policy for the CIPD, Director of Leadership and Consultancy at the Work Foundation and Director of Research and Strategy at Roffey Park. She is currently a Visiting Professor (HRM and OD) at Cass Business School, a member of several advisory boards and a Fellow of the Institute for Employment Studies and Roffey Park. She is the co-author of Organization Development (also published by Kogan Page).