

## Humanocracy Creating Organizations As Amazing As The People Inside Them

Seeing Around Corners  
The Other Side of Innovation  
Welcome to Management: How to Grow From Top Performer to Excellent Leader  
Business Recoded  
The Excellence Dividend  
Shapers  
Strategy for You  
The Soul of Enterprise  
The Simplicity Principle  
The Fearless Organization  
Thought Economics  
When More Is Not Better  
Humanocracy  
The Three-Box Solution  
Remix Strategy  
HBR Guide to Setting Your Strategy  
The Future of Management  
Lead from the Heart: Mistakes I Made at Work  
Eat, Sleep, Innovate  
Reinventing Organizations  
The Future Leader  
Uncharted  
Brave New Work  
Leading Change  
Holacracy  
Reinventing the Organization  
Competing for the Future  
Experimentation Works  
The Open Organization  
The Sponsor Effect  
Unleashed  
What Matters Now  
8 Steps to High Performance  
Corporate Rebels  
The Future of Work  
Persuasion  
Combat Unemployment  
Leading the Revolution  
Invent and Wander

### Seeing Around Corners

In their first book, *Ten Rules for Strategic Innovators*, the authors provided a better model for executing disruptive innovation. They laid out a three-part plan for launching high-risk/high-reward innovation efforts: (1) borrow assets from the existing firms, (2) unlearn and unload certain processes and systems that do not serve the new entity, and (3) learn and build all new capabilities and skills. In their study of the Ten Rules in action, Govindarajan and Trimble observed many other kinds of innovation that were less risky but still critical to the company's ongoing success. In case after case, senior executives expected leaders of innovation initiatives to grapple with forces of resistance, namely incentives to keep doing what the company has always done--rather than develop new competence and knowledge. But where to begin? In this book, the authors argue that the most successful everyday innovators break down the process into six manageable steps: 1. Divide the labor 2. Assemble the dedicated team 3. Manage the partnership 4. Formalize the experiment 5. Break down the hypothesis 6. Seek the truth. *The Other Side of Innovation* codifies this staged approach in a variety of contexts. It delivers a proven step-by-step guide to executing (launching, managing, and measuring) more modest but necessary innovations within large firms without disrupting their bread-and-butter business.

### The Other Side of Innovation

American democratic capitalism is in danger. How can we save it? For its first two hundred years, the American economy exhibited truly impressive performance. The combination of democratically elected governments and a capitalist system worked, with ever-increasing levels of efficiency spurred by division of labor, international trade, and scientific management of companies. By the nation's bicentennial celebration in 1976, the American economy was the envy of the world. But since then, outcomes have changed dramatically. Growth in the economic prosperity of the average American family has slowed to a crawl, while the wealth of the richest Americans has skyrocketed. This imbalance threatens the American democratic capitalist system and our way of life. In this bracing yet constructive book, world-renowned business thinker Roger Martin starkly outlines the fundamental problem: We have treated the economy as a machine, pursuing ever-greater efficiency as an inherent good. But efficiency has become too much of a good thing. Our obsession with it has inadvertently shifted the shape of our economy, from a large middle class and smaller numbers of rich and poor (think

## Free Reading Humanocracy Creating Organizations As Amazing As The People Inside Them

of a bell-shaped curve) to a greater share of benefits accruing to a thin tail of already-rich Americans (a Pareto distribution). With lucid analysis and engaging anecdotes, Martin argues that we must stop treating the economy as a perfectible machine and shift toward viewing it as a complex adaptive system in which we seek a fundamental balance of efficiency with resilience. To achieve this, we need to keep in mind the whole while working on the component parts; pursue improvement, not perfection; and relentlessly tweak instead of attempting to find permanent solutions. Filled with keen economic insight and advice for citizens, executives, policy makers, and educators, *When More Is Not Better* is the must-read guide for saving democratic capitalism.

### **Welcome to Management: How to Grow From Top Performer to Excellent Leader**

Praise for persuasion the art of getting what you want "Dave has exposed the secrets of the most powerful persuaders in the world. This book is a step-by-step guide to changing minds and deeply influencing people in person, in print, on the air, or anyplace else you need to persuade. This book makes persuasion so easy and predictable that it may be the most dangerous persuasion book ever written . . . especially if it ends up in the hands of your competition." —Mike Litman, CEO, Connect To Success, Inc. and coauthor of *Conversations with Millionaires* "Dave Lakhani tells you everything you've just got to know about persuasion in this book. It is written provocatively, yet clearly. And it is sure to open your mind while enriching your bank account. I highly recommend it. Fasten your seatbelt when you read it. It takes you on a thrilling ride!" —Jay Conrad Levinson, "The Father of Guerrilla Marketing" and author of the *Guerrilla Marketing* series of books "Dave Lakhani understands persuasion like few do and is able to break the process down so anyone can understand and use it. I highly recommend this book to anyone who hopes to improve their ability to sell, market, advertise, or negotiate." —Chet Holmes, Fortune 500 superstrategist and author of the *Mega Marketing, Business Growth Masters, and Guerrilla Marketing Meets Karate Master* sales programs "Man, talk about persuasive. Dave convinced me to read and review his book, and I don't even like the guy." —Blaine Parker, author of *Million-Dollar Mortgage Radio* "Too few books actually put into practice what they promote. Dave Lakhani breaks the mold with this satisfying, powerful read." —John Klymshyn, author of *Move the Sale Forward*

### **Business Recoded**

Joost and Pim, known as the Corporate Rebels, are on a mission to make work more fun. They quit frustrating corporate jobs to visit the world's most inspiring companies. Now, after visiting 100+ pioneering organisations and interviewing 1000+ academics, employees, and CEOs, they share eight lessons from the world's most progressive workplaces.

### **The Excellence Dividend**

Are you investing in the right people? Many people know the benefit of finding a sponsor--someone who goes beyond traditional mentorship to partner with a junior-level employee to help build their skills, advocate for them when opportunities arise, and open doors. But few realize that being a sponsor is just as important to career growth as finding one. According to new research from economist and thought leader Sylvia Ann Hewlett, senior executives who sponsor rising talent are 53 percent more likely to be promoted than those who don't. Similarly, middle-level managers who have proteges are 167 percent more likely to be

## Free Reading Humanocracy Creating Organizations As Amazing As The People Inside Them

given stretch assignments. Well-chosen proteges contribute stellar performance, steadfast loyalty, and capabilities that you, the sponsor, may lack, thus increasing how fast and how far you can go. But how do you find standout proteges, let alone develop them so that they're able to come through for you and your organization? This book has the answers you need.

Combining powerful new data and rich examples drawn from in-depth interviews with leaders from companies such as Unilever, Aetna, Blizzard Entertainment, and EY, *The Sponsor Effect* provides a seven-step playbook for how you can become a successful sponsor. You'll learn to: Identify the right mix of proteges Include those with differing perspectives Inspire your proteges and ignite their ambition Instruct them to develop key skill sets Inspect your picks for performance and loyalty Instigate a deal, detailing the terms of a relationship Invest three ways and reap the rewards Along the way, you'll discover the enormous benefits of investing in these valuable relationships.

### Shapers

This is not a book about one thing. It's not a 250-page dissertation on leadership, teams or motivation. Instead, it's an agenda for building organizations that can flourish in a world of diminished hopes, relentless change and ferocious competition. This is not a book about doing better. It's not a manual for people who want to tinker at the margins. Instead, it's an impassioned plea to reinvent management as we know it—to rethink the fundamental assumptions we have about capitalism, organizational life, and the meaning of work. Leaders today confront a world where the unprecedented is the norm. Wherever one looks, one sees the exceptional and the extraordinary: Business newspapers decrying the state of capitalism. Once-innovative companies struggling to save off senescence. Next gen employees shunning blue chips for social start-ups. Corporate miscreants getting pilloried in the blogosphere. Entry barriers tumbling in what were once oligopolistic strongholds. Hundred year-old business models being rendered irrelevant overnight. Newbie organizations crowdsourcing their most creative work. National governments lurching towards bankruptcy. Investors angrily confronting greedy CEOs and complacent boards. Newly omnipotent customers eagerly wielding their power. Social media dramatically transforming the way human beings connect, learn and collaborate. Obviously, there are lots of things that matter now. But in a world of fractured certainties and battered trust, some things matter more than others. While the challenges facing organizations are limitless; leadership bandwidth isn't. That's why you have to be clear about what really matters now. What are the fundamental, make-or-break issues that will determine whether your organization thrives or dives in the years ahead? Hamel identifies five issues that are paramount: values, innovation, adaptability, passion and ideology. In doing so he presents an essential agenda for leaders everywhere who are eager to move from defense to offense reverse the tide of commoditization defeat bureaucracy astonish their customers foster extraordinary contribution capture the moral high ground outrun change build a company that's truly fit for the future Concise and to the point, the book will inspire you to rethink your business, your company and how you lead.

### Strategy for You

Your Company Isn't Fast Enough. Here's How to Change That. The traditional hierarchical organization is dead, but what replaces it? Numerous new models--the agile organization, the networked organization, and holacracy, to name a few--have emerged, but leaders need to know what really works. How do you build an organization that is responsive to fast-changing markets? What kind of organization delivers both speed and scale, and how do you lead it? Arthur Yeung and Dave Ulrich provide leaders with a much-needed blueprint for reinventing

## Free Reading Humanocracy Creating Organizations As Amazing As The People Inside Them

the organization. Based on their in-depth research at leading Chinese, US, and European firms such as Alibaba, Amazon, DiDi, Facebook, Google, Huawei, Supercell, and Tencent, and drawing from their synthesis of the latest organization research and practice, Yeung and Ulrich explain how to build a new kind of organization (a "market-oriented ecosystem") that responds to changing market opportunities with speed and scale. While other books address individual pieces of the puzzle, *Reinventing the Organization* offers a practical, integrated, six-step framework and looks at all the decisions leaders need to make--choosing the right strategies, capabilities, structure, culture, management tools, and leadership--to deliver radically greater value in fast-moving markets. For any leader eager to build a stronger, more responsive organization and for all those in HR, organizational development, and consulting who will shape and deliver it, this book provides a much-needed roadmap for reinvention.

### **The Soul of Enterprise**

The first prescriptive, innovative guide to seeing inflection points before they happen—and how to harness these disruptive influences to give your company a strategic advantage. Paradigmatic shifts in the business landscape, known as inflection points, can either create new, entrepreneurial opportunities (see Amazon and Netflix) or they can lead to devastating consequences (e.g., Blockbuster and Toys R Us). Only those leaders who can “see around corners”—that is, spot the disruptive inflection points developing before they hit—are poised to succeed in this market. Columbia Business School Professor and corporate consultant Rita McGrath contends that inflection points, though they may seem sudden, are not random. Every seemingly overnight shift is the final stage of a process that has been subtly building for some time. Armed with the right strategies and tools, smart businesses can see these inflection points coming and use them to gain a competitive advantage. *Seeing Around Corners* is the first hands-on guide to anticipating, understanding, and capitalizing on the inflection points shaping the marketplace.

### **The Simplicity Principle**

Conquer the most essential adaptation to the knowledge economy *The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth* offers practical guidance for teams and organizations who are serious about success in the modern economy. With so much riding on innovation, creativity, and spark, it is essential to attract and retain quality talent—but what good does this talent do if no one is able to speak their mind? The traditional culture of “fitting in” and “going along” spells doom in the knowledge economy. Success requires a continuous influx of new ideas, new challenges, and critical thought, and the interpersonal climate must not suppress, silence, ridicule or intimidate. Not every idea is good, and yes there are stupid questions, and yes dissent can slow things down, but talking through these things is an essential part of the creative process. People must be allowed to voice half-finished thoughts, ask questions from left field, and brainstorm out loud; it creates a culture in which a minor flub or momentary lapse is no big deal, and where actual mistakes are owned and corrected, and where the next left-field idea could be the next big thing. This book explores this culture of psychological safety, and provides a blueprint for bringing it to life. The road is sometimes bumpy, but succinct and informative scenario-based explanations provide a clear path forward to constant learning and healthy innovation. Explore the link between psychological safety and high performance Create a culture where it’s “safe” to express ideas, ask questions, and admit mistakes Nurture the level of engagement and candor required in today’s knowledge economy Follow a step-by-step framework for establishing psychological safety in your team or organization Shed the “yes-men” approach and step into real

## Free Reading Humanocracy Creating Organizations As Amazing As The People Inside Them

performance. Fertilize creativity, clarify goals, achieve accountability, redefine leadership, and much more. The Fearless Organization helps you bring about this most critical transformation.

### **The Fearless Organization**

Set your company up for long-term success. Every company needs a strategy. A focused strategy aligns decision making throughout the organization and helps establish a competitive edge in the marketplace. But with so many options to consider, how do you define a unique strategy that will ensure growth? Whether you're starting a business from scratch or leading an existing company facing new threats, this book offers the direction you need. The HBR Guide to Setting Your Strategy provides practical tips and advice that break down the process of crafting strategy so you can identify the areas your company should build on to help it thrive long into the future. You'll learn to: Understand what strategy is—and what it isn't Define where you'll play and how you'll win Conduct more-effective strategic discussions with your team Test your strategy before you implement it Communicate your strategy to key stakeholders Ensure your strategy is flexible and adaptable Arm yourself with the advice you need to succeed on the job, with the most trusted brand in business. Packed with how-to essentials from leading experts, the HBR Guides provide smart answers to your most pressing work challenges.

### **Thought Economics**

Successful women reveal some of the mistakes they made in their careers, how they learned from them, and how their mistakes made them better leaders.

### **When More Is Not Better**

The steps you need, for the results you want. There's no shortage of advice out there on how to perform better, and better than others, at work. The problem is knowing which methods are actually proven to work--and how you should act on them to get the best results. In 8 Steps to High Performance, talent expert and bestselling author Marc Effron cuts through the noise with his signature "science-based simplicity" approach to identify what matters most and show you how to optimally apply your time and effort to boost your performance. It turns out that higher performance comes from doing many things well--but some of those things are not in your power to change. Effron reveals the eight key factors you do control and practical steps for improving yourself on each one. You'll learn: How to set goals that create higher performance Which behaviors predict higher performance in different situations How to quickly develop the most important capabilities Who to connect with and why How to understand and adapt to your company's strategy Why you sometimes shouldn't be the "genuine" you How to best manage your body to sustain your performance How to avoid management fads that distract you from high performance Research-based, practical, and filled with self-assessments, tools, and templates to support your performance goals at work, this short, powerful book will help you and anyone on your team deliver outstanding results.

### **Humanocracy**

What fuels long-term business success? Not operational excellence, technology breakthroughs, or new business models, but management innovation?new ways of mobilizing talent, allocating resources, and formulating strategies. Through history, management innovation has enabled companies to cross new performance thresholds and build enduring

## Free Reading Humanocracy Creating Organizations As Amazing As The People Inside Them

advantages. In *The Future of Management*, Gary Hamel argues that organizations need management innovation now more than ever. Why? The management paradigm of the last century—centered on control and efficiency—no longer suffices in a world where adaptability and creativity drive business success. To thrive in the future, companies must reinvent management. Hamel explains how to turn your company into a serial management innovator, revealing: The make-or-break challenges that will determine competitive success in an age of relentless, head-snapping change. The toxic effects of traditional management beliefs. The unconventional management practices generating breakthrough results in “modern management pioneers.” The radical principles that will need to become part of every company’s “management DNA.” The steps your company can take now to build your “management advantage.” Practical and profound, *The Future of Management* features examples from Google, W.L. Gore, Whole Foods, IBM, Samsung, Best Buy, and other blue-ribbon management innovators.

### **The Three-Box Solution**

“Tom Peters’ new book is a bundle of beautiful dynamite. While I’ve been a CEO for 30 years, I still learned much worth knowing from *The Excellence Dividend*. You will too.” —John C. Bogle, founder, Vanguard For decades Tom Peters has been preaching the gospel of putting people first, and in today’s rapidly changing business environment, this message is more important than ever. With his unparalleled expertise and inimitable charisma, Peters offers brilliantly simple, actionable guidelines for success that any business leader can immediately implement. He provides a roadmap for your organization and for you as an individual to thrive amidst the tech tsunami, and he has a lot of fun doing it. *The Excellence Dividend* is an important new book from one of today’s greatest business thinkers.

### **Remix Strategy**

From former CEO and popular TED speaker Margaret Heffernan comes a timely and enlightening book that equips you with the tools you need to face the future with confidence and courage. How can we think about the future? What do we need to do—and who do we need to be? In her bold and invigorating new book, distinguished businesswoman and author Margaret Heffernan explores the people and organizations who aren’t daunted by uncertainty. We are addicted to prediction, desperate for certainty about the future. But the complexity of modern life won’t provide that; experts in forecasting are reluctant to look more than 400 days out. History doesn’t repeat itself and even genetics won’t tell you everything you want to know. Tomorrow remains uncharted territory, but Heffernan demonstrates how we can forge ahead with agility. Drawing on a wide array of people and places, *Uncharted* traces long-term projects that shrewdly evolved over generations to meet the unpredictable challenges of every new age. Heffernan also looks at radical exercises and experiments that redefined standard practices by embracing different perspectives and testing fresh approaches. Preparing to confront a variable future provides the antidote to passivity and prediction. Ranging freely through history and from business to science, government to friendships, this refreshing book challenges us to mine our own creativity and humanity for the capacity to create the futures we want and can believe in.

### **HBR Guide to Setting Your Strategy**

A Wall Street Journal Bestseller In a world of unrelenting change and unprecedented

## Free Reading Humanocracy Creating Organizations As Amazing As The People Inside Them

challenges, we need organizations that are resilient and daring. Unfortunately, most organizations, overburdened by bureaucracy, are sluggish and timid. In the age of upheaval, top-down power structures and rule-choked management systems are a liability. They crush creativity and stifle initiative. As leaders, employees, investors, and citizens, we deserve better. We need organizations that are bold, entrepreneurial, and as nimble as change itself. Hence this book. In *Humanocracy*, Gary Hamel and Michele Zanini make a passionate, data-driven argument for excising bureaucracy and replacing it with something better. Drawing on more than a decade of research and packed with practical examples, *Humanocracy* lays out a detailed blueprint for creating organizations that are as inspired and ingenious as the human beings inside them. Critical building blocks include: Motivation: Rallying colleagues to the challenge of busting bureaucracy Models: Leveraging the experience of organizations that have profitably challenged the bureaucratic status quo Mindsets: Escaping the industrial age thinking that frustrates progress Mobilization: Activating a pro-change coalition to hack outmoded management systems and processes Migration: Embedding the principles of humanocracy—ownership, markets, meritocracy, community, openness, experimentation, and paradox—in your organization's DNA If you've finally run out of patience with bureaucratic bullshit . . . If you want to build an organization that can outrun change . . . If you're committed to giving every team member the chance to learn, grow, and contribute . . . . . then this book's for you. Whatever your role or title, *Humanocracy* will show you how to launch an unstoppable movement to equip and empower everyone in your organization to be their best and to do their best. The ultimate prize: an organization that's fit for the future and fit for human beings.

### **The Future of Management**

Our common belief in business is that the heart has no place in workplace management. In fact, most of us were taught that the heart acts like Kryptonite in leadership: it inherently undermines a manager's effectiveness and lowers productivity and profitability. In this stunning and groundbreaking work, however, engagement expert, Mark C. Crowley, provides irrefutable proof that we were wrong. Crowley begins by showing us how traditional leadership practices are failing. Across the globe, employee engagement and job satisfaction scores have fallen to crisis levels. According to astonishing research from Gallup, 70% of the US workforce is now disengaged. It once was that a job and a paycheck kept workers satisfied and productive. Today, pay barely makes the list of what inspires people to put their hearts into their work and contribute to their highest capacity. Right before our eyes, human beings have evolved in what they need and want in exchange for work. 21st Century employees are seeking to find purpose, meaning and feelings of significance. What drives their engagement is feeling valued, respected, developed and cared for. Crowley's profound insight draws upon recent medical science discoveries which prove it's the heart, and not the mind, that drives human motivation and achievement. There's nothing soft about *Lead From The Heart*. It represents the future of workplace management and a roadmap to driving uncommon engagement, productivity and profitability.

### **Lead from the Heart:**

The way we manage organizations seems increasingly out of date. Deep inside, we sense that more is possible. We long for soulful workplaces, for authenticity, community, passion, and purpose. In this groundbreaking book, the author shows that every time, in the past, when humanity has shifted to a new stage of consciousness, it has achieved extraordinary breakthroughs in collaboration. A new shift in consciousness is currently underway. Could it help us invent a more soulful and purposeful way to run our businesses and nonprofits,

## Free Reading Humanocracy Creating Organizations As Amazing As The People Inside Them

schools and hospitals ? A few pioneers have already cracked the code and they show us, in practical detail, how it can be done. Leaders, founders, coaches, and consultants will find this work a joyful handbook, full of insights, examples, and inspiring stories.

### **Mistakes I Made at Work**

Most people have spent their lives randomly bouncing around like bumper cars, never arriving at the life they want. In fact, new research shows that only 15 percent of adults have a plan for their life. But what if there was a way, a proven way, to experience more of what life has to offer? In "Strategy for You," world-renowned strategist Rich Horwath provides a proven plan for building the bridge to an exceptional life. Based on Horwath's ground-breaking work in the field of strategic thinking, the book helps readers apply the time-tested principles of business strategy to their lives. The author incorporates GOST (goals, objectives, strategies, tactics), SWOT (strengths, weaknesses, opportunities, threats), and other business tools into a five-step plan that enables readers to DISCOVER the purpose in their lives

### **Eat, Sleep, Innovate**

In Jeff Bezos's own words, the core principles and philosophy that have guided him in creating, building, and leading Amazon and Blue Origin. In this collection of Jeff Bezos's writings—his unique and strikingly original annual shareholder letters, plus numerous speeches and interviews that provide insight into his background, his work, and the evolution of his ideas—you'll gain an insider's view of the why and how of his success. Spanning a range of topics across business and public policy, from innovation and customer obsession to climate change and outer space, this book provides a rare glimpse into how Bezos thinks about the world and where the future might take us. Written in a direct, down-to-earth style, *Invent and Wander* offers readers a master class in business values, strategy, and execution: The importance of a Day 1 mindset Why "it's all about the long term" What it really means to be customer obsessed How to start new businesses and create significant organic growth in an already successful company Why culture is an imperative How a willingness to fail is closely connected to innovation What the Covid-19 pandemic has taught us Each insight offers new ways of thinking through today's challenges—and more importantly, tomorrow's—and the never-ending urgency of striving ahead, never resting on one's laurels. Everyone from CEOs of the Fortune 100 to entrepreneurs just setting up shop to the millions who use Amazon's products and services in their homes or businesses will come to understand the principles that have driven the success of one of the most important innovators of our time. *Invent and Wander: The Collected Writings of Jeff Bezos* is co-published by PublicAffairs, an imprint of Perseus Books, and Harvard Business Review Press.

### **Reinventing Organizations**

Holacracy is a revolutionary management system that redefines management and turns everyone into a leader. Holacracy distributes authority and decision-making throughout an organization, and defines people not by hierarchy and titles, but by roles. Holacracy creates organizations that are fast, agile, and that succeed by pursuing their purpose, not following a dated and artificial plan. This isn't anarchy – it's quite the opposite. When you start to follow Holacracy, you learn to create new structures and ways of making decisions that empower the people who know the most about the work you do: your frontline colleagues. Some of the many champions of Holacracy include Tony Hsieh, CEO of Zappos (author of the #1 New York

## Free Reading Humanocracy Creating Organizations As Amazing As The People Inside Them

Times bestseller *Delivering Happiness*), Evan Williams (co-founder of Blogger, Twitter, and Medium), and David Allen.

### **The Future Leader**

How to Create Joint Value Alliances, partnerships, acquisitions, mergers, and joint ventures are no longer the exception in most businesses—they are part of the core strategy. As managers look to external partners for resources and capabilities, they need a practical roadmap to ensure that these relationships will create value for their firm. They must answer questions like these: Which business combinations do we need? How should we govern them? Will their results justify our investments? Benjamin Gomes-Casseres explains how companies create value by “remixing” resources with other companies. Based on decades of consulting and academic research, *Remix Strategy* shows how three laws shape the success of any business combination: • First Law: The combination must have the potential to create more value than the parties could create on their own. Which elements from each business need to be combined to create joint value? • Second Law: The combination must be designed and managed to realize the joint value. Which partners best fit our strategic goals? How should we manage the integration? • Third Law: The value earned by the parties must motivate them to contribute to the collaboration. How will we share the joint value created? Will the returns shift over time? Supported by examples from a wide range of industries and companies, and filled with practical tools for applying the three laws, this book helps managers design and lead a coherent strategy for creating joint value with outside partners.

### **Uncharted**

Don't fly blind. See how the power of experiments works for you. When it comes to improving customer experiences, trying out new business models, or developing new products, even the most experienced managers often get it wrong. They discover that intuition, experience, and big data alone don't work. What does? Running disciplined business experiments. And what if companies roll out new products or introduce new customer experiences without running these experiments? They fly blind. That's what Harvard Business School professor Stefan Thomke shows in this rigorously researched and eye-opening book. It guides you through best practices in business experimentation, illustrates how these practices work at leading companies, and answers some fundamental questions: What makes a good experiment? How do you test in online and brick-and-mortar businesses? In B2B and B2C? How do you build an experimentation culture? Also, best practice means running many experiments. Indeed, some hugely successful companies, such as Amazon, Booking.com, and Microsoft, run tens of thousands of controlled experiments annually, engaging millions of users. Thomke shows us how these and many other organizations prove that experimentation provides significant competitive advantage. How can managers create this capability at their own companies? Essential is developing an experimentation organization that prizes the science of testing and puts the discipline of experimentation at the center of its innovation process. While it once took companies years to develop the tools for such large-scale experiments, advances in technology have put these tools at the fingertips of almost any business professional. By combining the power of software and the rigor of controlled experiments, today's managers can make better decisions, create magical customer experiences, and generate big financial returns. *Experimentation Works* is your guidebook to a truly new way of thinking and innovating.

## **Brave New Work**

Are you a future-ready leader? Based on exclusive interviews with over 140 of the world's top CEOs and a survey of nearly 14,000 people. Do you have the right mindsets and skills to be able to lead effectively in the next ten years and beyond? Most individuals and organizations don't even know what leadership will look like in the future. Until now. There has been a lot written about leadership for the present day, but the world is changing quickly. What worked in the past won't work in the future. We need to know how to prepare leaders who can successfully navigate and guide us through the next decade and beyond. How is leadership changing, and why? How ready are leaders today for these changes? What should leaders do now? To answer these questions, Jacob interviewed over 140 CEOs from companies like Unilever, Mastercard, Best Buy, Oracle, Verizon, Kaiser, KPMG, Intercontinental Hotels Group, Yum! Brands, Saint-Gobain, Dominos, Philip Morris International, and over a hundred others. Jacob also partnered with LinkedIn to survey almost 14,000 of their members around the globe to see how CEO insights align with employee perspectives. The majority of the world's top business leaders that Jacob interviewed believe that while some core aspects of leadership will remain the same, such as creating a vision and executing on strategy, leaders of the future will need a new arsenal of skills and mindsets to succeed. What emerged from all of this research is the most accurate groundbreaking book on the future of leadership, which shares exclusive insights from the world's top CEOs and never before seen research. After reading it, you will:

- Learn the greatest trends impacting the future of leadership and their implications
- Understand the top skills and mindsets that leaders of the future will need to possess and how to learn them
- Change your perception of who a leader is and what leadership means
- Tackle the greatest challenges that leaders of the future will face
- See the gap that exists between what CEOs identified versus what employees are actually experiencing
- Become a future-ready leader

This is the book that you, your team, and your organization must read in order to lead in the future of work.

## **Leading Change**

How to Innovate and Execute Leaders already know that innovation calls for a different set of activities, skills, methods, metrics, mind-sets, and leadership approaches. And it is well understood that creating a new business and optimizing an already existing one are two fundamentally different management challenges. The real problem for leaders is doing both, simultaneously. How do you meet the performance requirements of the existing business—one that is still thriving—while dramatically reinventing it? How do you envision a change in your current business model before a crisis forces you to abandon it? Innovation guru Vijay Govindarajan expands the leader's innovation tool kit with a simple and proven method for allocating the organization's energy, time, and resources—in balanced measure—across what he calls “the three boxes”:

- Box 1: The present—Manage the core business at peak profitability
- Box 2: The past—Abandon ideas, practices, and attitudes that could inhibit innovation
- Box 3: The future—Convert breakthrough ideas into new products and businesses

The three-box framework makes leading innovation easier because it gives leaders a simple vocabulary and set of tools for managing and measuring these different sets of behaviors and activities across all levels of the organization. Supported with rich company examples—GE, Mahindra & Mahindra, Hasbro, IBM, United Rentals, and Tata Consultancy Services—and testimonies of leaders who have successfully used this framework, this book solves once and for all the practical dilemma of how to align an organization on the critical but competing demands of innovation.

## Holacracy

Urges managers of traditional companies to implement e-commerce and participate in joint ventures, providing examples of small and large companies that changed their missions and business conduct for the better.

## Reinventing the Organization

'Stimulating, intelligent and enjoyable discussions of the most important issues of our day.'  
STEVEN PINKER 'From entrepreneurs to athletes, and world leaders to entertainers, this is a fascinating collection of interviews with some of the world's most influential individuals.'  
MARK CUBAN 'Thought Economics is a fine rebuke to the soundbite culture; these interviews are driven by real curiosity, and there is a wealth of wisdom here.'  
EDWARD STOURTON Since 2007, entrepreneur and philanthropist Vikas Shah has been on a mission to interview the people shaping our century. Including conversations with Nobel prizewinners, business leaders, politicians, artists and Olympians, he has been in the privileged position of questioning the minds that matter on the big issues that concern us all. We often talk of war and conflict, the economy, culture, technology and revolutions as if they are something other than us. But all these things are a product of us - of our ideas, our dreams and our fears. We live in fast-moving and extraordinary times, and the changes we're experiencing now, in these first decades of the twenty-first century, feel particularly poignant as decisions are made that will inform our existence for years to come. What started out as a personal interest in the mechanisms that inform our views of the world, and a passion for understanding, has grown into a phenomenal compilation of once-in-a-lifetime conversations. In this incredible collection, Shah shares some of his most emotive and insightful interviews to date. Chapters include:  
Chapter 1. On Identity: Who We Are  
Chapter 2. On Culture: The Context of Humanity  
Chapter 3. On Leadership: Bringing Humanity Together  
Chapter 4. On Entrepreneurship: The Creators and the Makers  
Chapter 5. On Discrimination and Injustice: Them and Us  
Chapter 6. On Conflict: War, Peace and Justice  
Chapter 7. On Democracy: A 2,500-year Experiment in Power  
Interviewees: Marina Abramovic, Professor Jim Al-Khalili, Professor Kwame Anthony Appiah, Professor Justin Barrett, Professor Sean Carroll, Professor Deepak Chopra, Professor George Church, Dame Jane Morris Goodall DBE, Sir Antony Gormley, Bear Grylls OBE, Professor Yuval Noah Harari, Sir Anish Kapoor CBE, Rose McGowan, Sam Neill, Professor Steven Pinker, Dr Jordan B. Peterson, Sir Ken Robinson, Professor Carlo Rovelli, Sadhguru, Dr Carl Safina, Dr Elif Shafak, Philippe Starck, Professor Jack Szostak, Dr Maya Angelou (1928-2014), David Bailey CBE, Black Thought, Heston Blumenthal OBE, Ed Catmull, Alain Ducasse, Tracey Emin CBE, George the Poet, Paul Greengrass, Siddharth Roy Kapur, Lang Lang, Ken Loach, Yann Martel, Moby, Sir Andrew Motion, Rankin, Ritesh Sidhwani, Lemn Sissay MBE, Saul Williams, Hans Zimmer, Carlo Ancelotti OSI, Mark Cuban, Professor Stew Friedman, Professor Green, Commander Chris Hadfield, Gary Hamel, Tony Hsieh, Arianna Huffington, Professor John Kotter, General Stanley McChrystal, General Richard Myers, Jacqueline Novogratz, Robert Bernard Reich, Nico Rosberg, Sheryl Sandberg, Stephen Schwarzman, General Sir Richard Shirreff, Hamdi Ulukaya, Jocko Willink, Sophia Amoruso, Steve Ballmer, Sir Richard Branson, Tory Burch, Stewart Butterfield, Steve Case, Dennis Crowley, Weili Dai, Sir James Dyson, Jamal Edwards MBE, Tony O. Elumelu, Scott Farquhar, Naveen Jain, Donna Karan, Kevin O'Leary, Robin Li, Kiran Mazumdar-Shaw, José Neves, Michael Otto, John Sculley, Gary Vaynerchuk, Jack Welch (1935-2020), will.i.am, Chip Wilson, Jerry Yang, Professor Muhammad Yunus, David Baddiel, Laura Bates, Lord John Bird MBE, Sir Philip Craven MBE, Dexter Dias QC, Melinda Ann Gates, Leymah Gbowee, Matt Haig, Afua Hirsch, Ruth Hunt, Jameela Jamil, L. A. Kauffman, Frederik Willem (F.W.) de Klerk, Iby

## Free Reading Humanocracy Creating Organizations As Amazing As The People Inside Them

Knill, Harry Leslie Smith (1923-2018), George Takei , Peter Tatchell, Ai WeiWei, Bertie Ahern, President Martti Ahtisaari, Professor Alexander Betts, Marina Cantacuzino, François Crépeau, Dr Shirin Ebadi, Ben Ferencz, Zeid Ra'ad Al Hussein, Gulwali Passarlay, Professor George Rupp, Lech Walesa, Jody Williams, Catherine Woolard, Alastair Campbell, Noam Chomsky, Vicente Fox, Professor A. C. Grayling, Toomas Hendrik Ilve, Susan Herman, Garry Kasparov, Michael Lewis, Ted Lieu, Moisés Naím, Admiral James Stavridis, Ece Temelkuran, Yanis Varoufakik, Guy Verhofstadt, Lord Woolf, Bassem Youssef

### **Competing for the Future**

This is a story of reinvention. Jim Whitehurst, celebrated president and CEO of one of the world's most revolutionary software companies, tells first-hand his journey from traditional manager (Delta Air Lines, Boston Consulting Group) and “chief” problem solver to CEO of one of the most open organizational environments he'd ever encountered. This challenging transition, and what Whitehurst learned in the interim, has paved the way for a new way of managing—one this modern leader sees as the only way companies will successfully function in the future. Whitehurst says beyond embracing the technology that has so far disrupted entire industries, companies must now adapt their management and organizational design to better fit the Information Age. His mantra? “Adapt or die.” Indeed, the successful company Whitehurst leads—the open source giant Red Hat—has become the organizational poster child for how to reboot, redesign, and reinvent an organization for a decentralized, digital age. Based on open source principles of transparency, participation, and collaboration, “open management” challenges conventional business ideas about what companies are, how they run, and how they make money. This book provides the blueprint for putting it into practice in your own firm. He covers challenges that have been missing from the conversation to date, among them: how to scale engagement; how to have healthy debates that net progress; and how to attract and keep the “Social Generation” of workers. Through a mix of vibrant stories, candid lessons, and tested processes, Whitehurst shows how Red Hat has blown the traditional operating model to pieces by emerging out of a pure bottom up culture and learning how to execute it at scale. And he explains what other companies are, and need to be doing to bring this open style into all facets of the organization. By showing how to apply open source methods to everything from structure, management, and strategy to a firm's customer and partner relationships, leaders and teams will now have the tools needed to reach a new level of work. And with that new level of work comes unparalleled success. The Open Organization is your new resource for doing business differently. Get ready to make traditional management thinking obsolete.

### **Experimentation Works**

One of America's most esteemed management thinkers offers a book that transcends how-to management primers, offering an unorthodox approach to leadership based on the lessons of history, moral and political philosophy, and the practical experience of men and women across cultures and circumstances.

### **The Open Organization**

It's time to combat unemployment. Receive the basic training you need to be armed and deployed to destroy unemployment. A different career path and destination is now yours. Rightly manage the transition out of unemployment. You'll be empowered during this difficult time of your career and your life. You'll get new focus and develop your untapped potential.

## The Sponsor Effect

SHAPERS is the definitive guide to elevate the way you work and live. PRAISE FOR SHAPERS: "Do you wish you could throw yourself into your work, become energised and enriched by it, and leave the world a better place? Then SHAPERS is for you. Altman shows that your idiosyncrasies and unique skills are not the obstacles to achievement and purpose. They are the path." –Daniel H. Pink, #1 New York Times bestselling author of WHEN and DRIVE "With countless nuggets of timeless wisdom, SHAPERS gently nudges readers to envision new possibilities for them to build more meaningful, joyful work and lives." –Amy C. Edmondson, Professor, Harvard Business School, author of The Fearless Organisation and Teaming "Altman mixes together case studies, anecdotes and careful empirical research to offer wise and practical advice about how to make work better, and thus to get better work. If companies followed even a quarter of his suggestions they would foster a more productive and more satisfied workplace for everyone. And his engaging, informal style makes for effortless reading." –Barry Schwartz teaches at Haas School of Business, U.C. Berkeley and is the author of The Paradox of Choice and Why We Work We work in places, ways, and on things that were once the stuff of sci-fi flicks. Yet the reality is that most professionals are unhappy in their work. Whether you want to reset your career, strike out on your own, or just ignite more joy in what you do - this Illuminating book shows you how to create a working life that reveals meaning while rewriting our collective future. When we connect with something larger than ourselves, we enjoy the fruits of our labour as well as the journey - the sweat and the struggle. It's the unyielding commitment to a purpose that gives shapers their shimmer. The benefits of this shine are plentiful: enhanced wellbeing, more community engagement, a healthier economy, better work for all, and a more beautiful world. Altman is a workologist who guides companies to leave politics and posturing behind in favour of transparent and trusting cultures. After decades facilitating culture-defining practices for leaders, you'll learn everything he knows: Adopt the mindset for creativity, innovation, and boundless growth Amplify your career and inspire others to do the same Build fluid and engaged teams to work better together Become a better leader through the five new modes of leadership Learn what underpins the most resilient organisations in the world The stories and anecdotes in SHAPERS come from hundreds of interviews with innovators dedicated to improving our outdated system of work. These trailblazers include CEOs, organisational designers, social psychologists, workplace strategists, and start-up entrepreneurs. See your work from a whole new perspective and focus on what fulfils you. If you seek the freedom to approach work in your own unique way and become energised by what you do– then SHAPERS is your guide.

## Unleashed

'Business Recoded is a great source of inspiration for leaders who want to explore, shape and prepare themselves for the future.' ALEXANDER OSTERWALDER, author of Business Model Generation and The Inconvincible Company 'It is not often that we have moments of magic in any business. What Peter has given us is more than just ideas and inspiration, but a whole way of thinking about how we could reinvent our future, and start making it happen tomorrow.'

ALBERTO UNCINI-MANGANELLI, GM and SVP, Adidas 'With energy, enthusiasm and a deep reservoir of fantastic examples, Peter Fisk maps out what each of us needs to do in order to recalibrate ourselves and our organizations to create the future. Business Recoded is persuasive and compelling.'

STUART CRAINER, founder, Thinkers50 'Peter Fisk's excellent new book, Business Recoded, will help 'recode' your business by tapping into the minds of some of the world's most brilliant business leaders. It's a must-read for anyone in need of a quick fix of inspiration and tried-and-tested advice.'

MARTIN LINDSTROM, author of Buyology and Small

## Free Reading Humanocracy Creating Organizations As Amazing As The People Inside Them

Data 'Peter Fisk is a terrific storyteller with an encyclopaedic grasp of best business practices across the globe. If you want to disrupt the future of your business, this book is your decoder ring.' WHITNEY JOHNSON, author of *Disrupt Yourself* 'A brilliant collection of practical guidelines intended to refresh and reinvent our mindsets, from a global thoughtful leader with vast experience in management development.' SANTIAGO INIGUEZ, President of IE University. 'Business Recoded is definitely a must-read for leaders that want to succeed with their organizations in our fast-changing world.' ANTONIO NIETO-RODRIGUEZ, author of *The Project Revolution* Business needs a new code for success! Change is dramatic, pervasive and relentless. The challenges are numerous. The opportunities are greater. Incredible technologies and geopolitical shifts, complex markets and stagnating growth, demanding customers and disruptive entrepreneurs, environmental crisis and social distrust, unexpected shocks and uncertain futures. The old codes that got us here don't work anymore. Moving forwards needs a new mindset. Business Recoded is for business leaders who seek to progress in today's rapidly changing world, and to create the organisations that will thrive in tomorrow's world. It explores how to lead a better future, to reimagine your business, to reinvent markets, to energise your people. It describes how to combine profit with more purpose, intelligent technologies with creative people, radical innovation with sustainable impact. It dives deep into the minds of some of today's most inspiring business leaders - people like Anne Wojcicki and Jeff Bezos, Emily Weiss and Devi Shetty, Daniel Ek and Tan Le, Mary Barra and Masayoshi Son, Satya Nadella and Zhang Ruimin. Learn from the innovative strategies of incredible companies – Alibaba and Amazon, Babylon and BlackRock, Meituan Dianping and Microsoft, Narayana Health and Netflix, Patagonia and PingAn, Spotify and Supercell, and many more. The book is built on 7 seismic shifts driving a more enlightened future of business, unlocking 49 codes that collectively define a new DNA for organisations and their leadership. It's about you – realising your future potential - by developing your own codes for more enlightened progress, personal and business success. Do you have the courage to create a better future, for you and your business?

### What Matters Now

The world's economy has been transformed from a twentieth-century materials-based economy to the Age of the Knowledge-Based Economy - and the currency of this realm is ideas, imagination, creativity, and knowledge. According The World Bank, 80% of the developed world's wealth now resides in human capital. Perhaps President Ronald Reagan said it best in his address to Moscow State University on May 31, 1988: "Like a chrysalis, we're emerging from the economy of the Industrial Revolution - an economy confined and limited by the Earth's physical resources - into, as one economist titled his book, "the economy in mind," in which there are no bounds on human imagination and the freedom to create is the most precious natural resource." Written by Ronald Baker and Ed Kless, hosts of *The Soul of Enterprise: Business in the Knowledge Economy*, the popular radio show on Voice America's Business Channel, *The Soul of Enterprise: Dialogues on Business in the Knowledge Economy* sounds the clarion call that organizations can no longer ignore this seismic shift that has occurred in the economy since 1959. *The Soul of Enterprise* introduces the three components of Intellectual Capital - human capital, social capital, and structural capital - and how to leverage them to create wealth in today's economy, by revealing: The physical fallacy - why wealth no longer consists of tangible things, but of ideas, imagination and knowledge from human minds The best learning tool ever invented: After Action Reviews Why Frederick Taylor and the Scientific Management movement was a fraud and the wrong focus for knowledge workers The fact that effectiveness always and everywhere trumps efficiency The First Law of Pricing: All value is subjective The Second Law of Pricing: All prices are contextual The

## Free Reading Humanocracy Creating Organizations As Amazing As The People Inside Them

Morality of Markets: Doing well and doing good Why your organization - and you - need to be driven by a higher purpose than profit The Soul of Enterprise will inspire and challenge readers to unlock the enormous financial and competitive power hidden in the intellectual capital of their organizations and knowledge workers."

### 8 Steps to High Performance

"The ultimate all-in-one guide to becoming a great leader."—Daniel Pink From the creator and host of The Learning Leader Show, "the most dynamic leadership podcast out there" (Forbes) that will "help you lead smarter" (Inc.), comes an essential tactical guide for newly promoted managers. Every year, millions of top performers are promoted to management-level jobs—only to discover that the tactics that got them promoted are not the tactics that will make them effective in their new role. In Welcome to Management, Ryan Hawk provides practical, actionable advice and tools designed to ensure that transition is a successful one. He presents a new actionable three-part framework distilled from best practices drawn from in-depth interviews with over 300 of the most forward-thinking leaders around the world, as well as his own professional experience going from exceptional individual producer to new leader. Learn how to:

- lead yourself: build skills and earn credibility. Compliance can be commanded, but commitment cannot. People reserve their full capacity for emotional commitment for leaders they find credible, and credibility must be earned.
- build your team: develop a healthy and sustainable culture of mutual trust and respect that creates cohesion. This includes effective hiring and firing practices.
- lead your team: set a clear strategy and vision for your team, communicate effectively, and ultimately drive the results the organization is counting on your team to deliver. Through case studies, hundreds of interviews, and personal stories, the book will help high performers make the leap from individual contributor to manager with greater ease, grace, courage, and effectiveness. Welcome to management!

### Corporate Rebels

New competitive realities have ruptured industry boundaries, overthrown much of standard management practice, and rendered conventional models of strategy and growth obsolete. In their stead have come the powerful ideas and methodologies of Gary Hamel and C.K. Prahalad, whose much-revered thinking has already engendered a new language of strategy. In this book, they develop a coherent model for how today's executives can identify and accomplish no less than heroic goals in tomorrow's marketplace. Their masterful blueprint addresses how executives can ease the tension between competing today and clearing a path toward leadership in the future.

### The Future of Work

"This is the management book of the year. Clear, powerful and urgent, it's a must read for anyone who cares about where they work and how they work." —Seth Godin, author of This is Marketing "This book is a breath of fresh air. Read it now, and make sure your boss does too." —Adam Grant, New York Times bestselling author of Give and Take, Originals, and Option B with Sheryl Sandberg When fast-scaling startups and global organizations get stuck, they call Aaron Dignan. In this book, he reveals his proven approach for eliminating red tape, dissolving bureaucracy, and doing the best work of your life. He's found that nearly everyone, from Wall Street to Silicon Valley, points to the same frustrations: lack of trust, bottlenecks in decision making, siloed functions and teams, meeting and email overload, tiresome budgeting, short-

## Free Reading Humanocracy Creating Organizations As Amazing As The People Inside Them

term thinking, and more. Is there any hope for a solution? Haven't countless business gurus promised the answer, yet changed almost nothing about the way we work? That's because we fail to recognize that organizations aren't machines to be predicted and controlled. They're complex human systems full of potential waiting to be released. Dignan says you can't fix a team, department, or organization by tinkering around the edges. Over the years, he has helped his clients completely reinvent their operating systems—the fundamental principles and practices that shape their culture—with extraordinary success. Imagine a bank that abandoned traditional budgeting, only to outperform its competition for decades. An appliance manufacturer that divided itself into 2,000 autonomous teams, resulting not in chaos but rapid growth. A healthcare provider with an HQ of just 50 people supporting over 14,000 people in the field—that is named the “best place to work” year after year.. And even a team that saved \$3 million per year by cancelling one monthly meeting. Their stories may sound improbable, but in *Brave New Work* you'll learn exactly how they and other organizations are inventing a smarter, healthier, and more effective way to work. Not through top down mandates, but through a groundswell of autonomy, trust, and transparency. Whether you lead a team of ten or ten thousand, improving your operating system is the single most powerful thing you can do. The only question is, are you ready?

### **Persuasion**

From the author of *The Little Black Book of Innovation*, a new guide for using the power of habit to build a culture of innovation Leaders have experimented with open innovation programs, corporate accelerators, venture capital arms, skunkworks, and innovation contests. They've trekked to Silicon Valley, Shenzhen, and Tel Aviv to learn from today's hottest, most successful tech companies. Yet most would admit they've failed to create truly innovative cultures. There's a better way. And it all starts with the power of habit. In *Eat, Sleep, Innovate*, innovation expert Scott Anthony and his impressive team of coauthors use groundbreaking research in behavioral science to provide a first-of-its-kind playbook for empowering individuals and teams to be their most curious and creative—every single day. Throughout the book, the authors reveal a collection of BEANs—behavior enablers, artifacts, and nudges—they've collected from workplaces across the globe that will unleash the natural innovator inside everyone. In addition to case studies of "normal organizations doing extraordinary things," they provide readers with the tools to create their own hacks and habits, which they can then use to build and sustain their own models of a culture of innovation. Fun, lively, and utterly unique, *Eat, Sleep, Innovate* is the book you need to make innovation a natural and habitual act within your team or organization.

### **Combat Unemployment**

Throughout the history of business employees had to adapt to managers and managers had to adapt to organizations. In the future this is reversed with managers and organizations adapting to employees. This means that in order to succeed and thrive organizations must rethink and challenge everything they know about work. The demographics of employees are changing and so are employee expectations, values, attitudes, and styles of working. Conventional management models must be replaced with leadership approaches adapted to the future employee. Organizations must also rethink their traditional structure, how they empower employees, and what they need to do to remain competitive in a rapidly changing world. This is a book about how employees of the future will work, how managers will lead, and what organizations of the future will look like. *The Future of Work* will help you: Stay ahead of the competition Create better leaders Tap into the freelancer economy Attract and retain top talent

## Free Reading Humanocracy Creating Organizations As Amazing As The People Inside Them

Rethink management Structure effective teams Embrace flexible work environments Adapt to the changing workforce Build the organization of the future And more The book features uncommon examples and easy to understand concepts which will challenge and inspire you to work differently.

### **Leading the Revolution**

The Power of Empowering Others Leadership isn't easy. It takes grit, courage, and vision, among other things, that can be hard to come by on your toughest days. When leaders and aspiring leaders seek out advice, they're often told to try harder. Dig deeper. Look in the mirror and own your natural-born strengths and fix any real or perceived career-limiting deficiencies. Frances Frei and Anne Morriss offer a different worldview. They argue that this popular leadership advice glosses over the most important thing you do as a leader: build others up. Leadership isn't about you. It's about how effective you are at empowering other people—and making sure this impact endures even in your absence. As Frei and Morriss show through inspiring stories from ancient Rome to present-day Silicon Valley, the origins of great leadership are found, paradoxically, not in worrying about your own status and advancement, but in the unrelenting focus on other people's potential. Unleashed provides radical advice for the practice of leadership today. Showing how the boldest, most effective leaders use a special combination of trust, love, and belonging to create an environment in which other people can excel, Frei and Morriss offer practical, battle-tested tools—based on their work with companies such as Uber, Riot Games, WeWork, and others—along with interviews and stories from their own personal experience, to make these ideas come alive. This book is your indispensable guide for unleashing greatness in other people . . . and, ultimately, in yourself. To learn more, please visit [theleadersguide.com](http://theleadersguide.com).

### **Invent and Wander**

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.

## Free Reading Humanocracy Creating Organizations As Amazing As The People Inside Them

[Read More About Humanocracy Creating Organizations As Amazing As The People Inside Them](#)

[Arts & Photography](#)

[Biographies & Memoirs](#)

[Business & Money](#)

[Children's Books](#)

[Christian Books & Bibles](#)

[Comics & Graphic Novels](#)

[Computers & Technology](#)

[Cookbooks, Food & Wine](#)

[Crafts, Hobbies & Home](#)

[Education & Teaching](#)

[Engineering & Transportation](#)

[Health, Fitness & Dieting](#)

[History](#)

[Humor & Entertainment](#)

[Law](#)

[LGBTQ+ Books](#)

[Literature & Fiction](#)

[Medical Books](#)

[Mystery, Thriller & Suspense](#)

[Parenting & Relationships](#)

[Politics & Social Sciences](#)

[Reference](#)

[Religion & Spirituality](#)

[Romance](#)

[Science & Math](#)

[Science Fiction & Fantasy](#)

[Self-Help](#)

[Sports & Outdoors](#)

[Teen & Young Adult](#)

[Test Preparation](#)

[Travel](#)