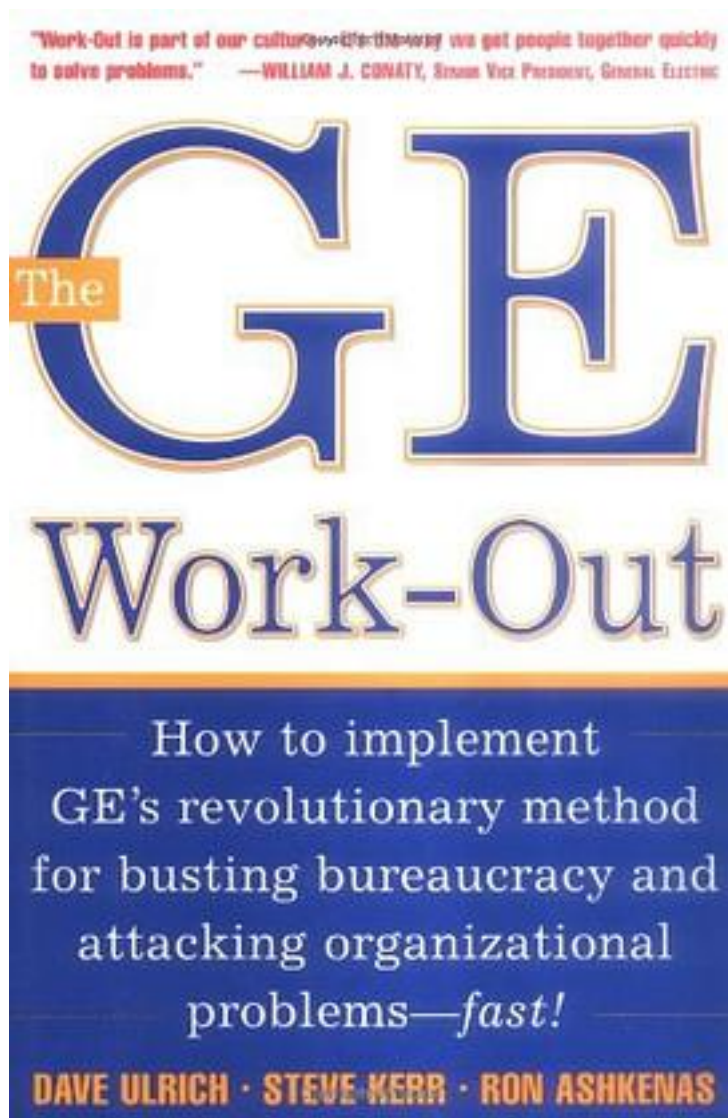


The GE Work-Out



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著者:Dave Ulrich

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Famous "Work-Out" change-management tool explained by the people who helped develop it.

GE's legendary Work-Out program played a key role in the company's phenomenal success over the past decade and has been implemented in many other organizations. Now three executives and consultants who developed the original Work-Out approach at GE often working directly with CEO Jack Welch discuss the inner workings of Work-Out and their experiences at successfully implementing the program at GE.

Filled with effective assessment and decisionmaking tools, The GE Work-Out provides concrete and realistic guidance for anyone who wants to implement Work-Out and break down bureaucracy and hierarchy within an organization.

作者介绍:

Dave Ulrich is a professor of business administration at the University of Michigan School of Business and the author of the best-selling Human Resource Champions, Results-Based Leadership, and The HR Scorecard.

Steve Kerr is Chief Learning Officer and a Managing Director of Goldman Sachs. He was previously Vice President-Leadership Development and Chief Learning Officer for General Electric, with responsibility for GE's renowned Leadership Development Center at Crotonville.

Ron Ashkenas is the managing partner of management consulting firm Robert H. Schaffer & Associates, and senior author (with Ulrich, Kerr, and Todd Jick) of two previous books about GE.

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标签

商业

管理

思维

销售

经济

Ulrich

Dave

群策群力

评论

理论很好，只是推行有些太过依赖强有力的高层领导，这也是很多企业缺乏的

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书评

明兹伯格在他的《管理者，而非MBA》当中在谈到行动学习的时候，就提到了这本书。重新翻的时候发现第一作者又是尤里奇，这家伙挺能掺和的，不少优秀的书籍都有他的份。
言归正传。这本书的价值在于，作者就是在GE里推动“群策群力”的，因而对于群策群力的流程介绍的相对比较...

很好的一本书！组织中任何的变革，都可以在书里找到参考。案例很多，介绍了多种不用应用的场合。
如果做过管理咨询的人来看，感触会很深。没有咨询经验和背景的，需要一段时间找找感觉。
对官僚主义风格和文化，会是比较大的冲击。如果是外部顾问使用这个方法时，需要清...

在讲述群策群力的同时，又在推销作者的价值观和他们的企业文化。
另外还有一本work-in比较靠方法论一下。建议两本一起看

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