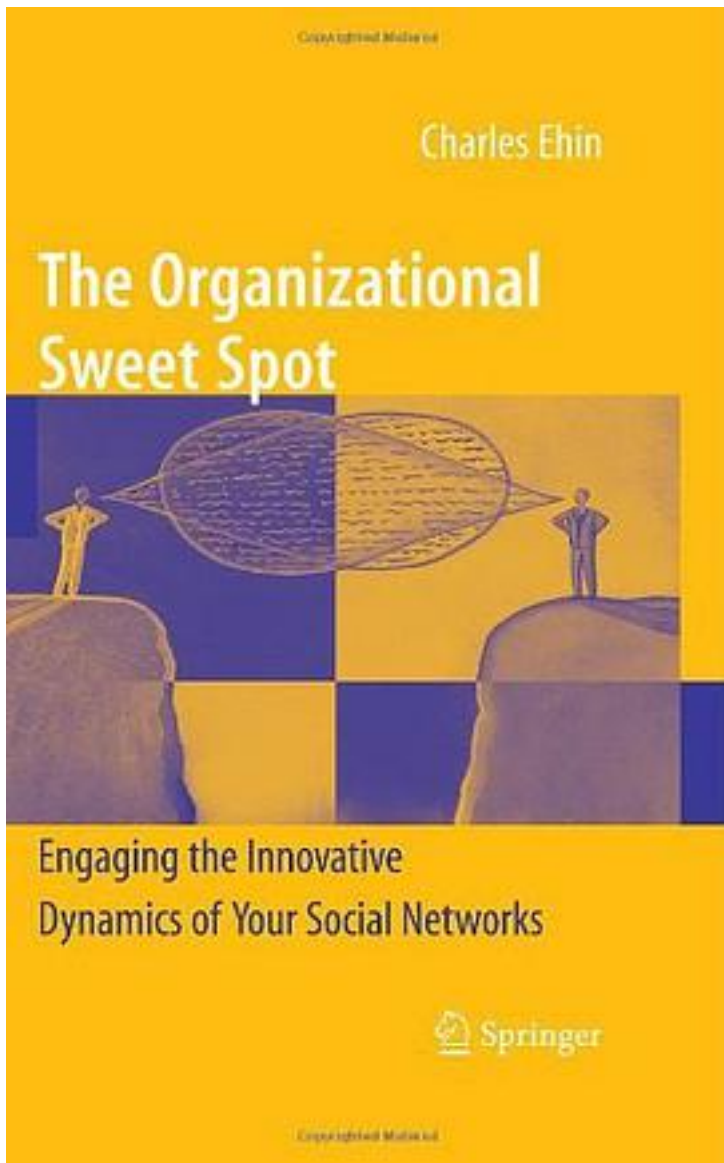


Organizational Sweet Spot



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Employee disengagement is one of the most pressing problems plaguing managers today hampering the innovation capacities of countless organizations. According to recent polls, some 20 percent of workers report feeling disconnected from their jobs, in an environment of stagnating wages, massive layoffs, rising health care costs, and other factors that contribute to alienation, distrust, and apathy. In *The Organizational Sweet Spot*, Dr. Charles Ehin takes a refreshing new look at what it will take to reengage disaffected workers and boost their resolve to advance novel ideas. Applying the latest research from such fields as evolutionary psychology, social neuroscience, organizational behavior, anthropology, and social network analysis, Ehin demonstrates how employee disengagement is rooted in a fundamental misalignment between people's instinctive drive to develop their personal and group identities through informal or "emergent" relationships and the ways in which organizational goals and profit motives are executed through formal bureaucracy. The challenge for today's organizations-which operate under constantly changing conditions-is to narrow this gap, that is, to find the "sweet spot", where the formal and informal elements of the organization overlap. Ehin provides practical tools for leaders to support this "shared access domain" to improve productivity, catalyze innovation, and inspire exceptional performance. His new model is likely to reverberate throughout current management thinking as we move toward creating more vital and meaningful workplaces.

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