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**Dee Hock** 

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One from Many Dee Hock, 2005-10-07 Revised edition of Hock's award winning Birth of the Chaordic Age updated throughout and featuring two new chapters The only first person account of the rise of VISA the world's largest business enterprise in 2004 VISA's products were used by more than a billion people at 20 million locations in more than 150 countries Hock VISA's founder details the revolutionary chaordic organizational philosophy that was instrumental in VISA's success Hock skillfully weaves together the story of VISA with his own remarkable life story and elaborates the visionary philosophy that allowed VISA to thrive Hock calls his approach chaordic simultaneously chaotic and orderly Hock makes a compelling argument that this organizational philosophy is a more supple responsive and creative alternative to mechanistic Industrial Age models one more in tune with what we see in nature One from Many revised throughout from its original hardcover publication as The Birth of the Chaordic Age includes two new chapters in which Hock reflects on his post VISA experiences as an advocate for chaordic principles and details some examples of chaordic principles in action the Internet World Weather Watch Alcoholics Anonymous and others Lyrical playful philosophical and straight from the heart One From Many challenges us to change forever the way we think about money organizations leadership management the human spirit and our relationship to the natural world One From Many Dee Hock, 2009-02-24 Few even well informed business leaders seem to recognize Visa as the largest business organization in the world despite a turnover that is some 10 times that of Wal Mart and a market value that is conservatively speaking more than double that of General Electric I have often wondered why this is so How could the world's largest business also be one of the business world's best kept secrets It is certainly not that its product is little known nor that it is the leader of an obscure industry There are few companies that could claim that one sixth of the world's people were its customers last year Yet over the past decade there have been well over a thousand feature articles in Business Week Fortune and Forbes on Microsoft over 350 on GE and about 35 on Visa One from Many Dee Hock, 2009-02-20 Hock founder and CEO emeritus of VISA provides a fascinating overview of the largest business organization in the world which has a market value that is conservatively speaking more than double that of General Electric One From Many (Volume 1 of 2) (EasyRead Super Large 24pt Edition), One From Many (Volume 1 of 2) (EasyRead

Super Large 20pt Edition), One From Many (EasyRead Large Bold Edition), Nonviolent Political Economy Freddy Cante, Wanda Tatiana Torres, 2019-07-05 Nonviolent Political Economy offers a set of theoretical solutions and practical guidelines to build an economy of nonviolence which implies a social state of peacefulness involving minimal violence and minimal destruction of nature The book provides renewed reflections on heterodox economics ecological economics anthropology Buddhism Gandhianism disarmament and business ethics as well as innovative initiatives such as Blue Frontiers It also sets out feasible solutions to rebuild countries that have suffered prolonged conflicts such as Syria Iraq and Kurdistan Bringing together authors from around the world this collection includes new perspectives on the abolition of profit disarmament obliteration of the consumer society expansion of collective property Buddhist and Gandhian economies small scale and artisanal production the increasing use of clean energies a gradual reduction in the human population political processes closer to direct and radical democracy and anarchy Discussing cutting edge developments this book provides valuable tools to build alternatives to the prevailing models of violent political economy It will be of great interest to a public of critical citizens students and researchers from a range of disciplines and backgrounds and all those seeking to understand the fundamental concepts of nonviolent political economy Dynamic Future-Proofing Alexander Manu, 2021-02-18 Recognising that companies which respond to disruptions in the early stages of amplification can convert potentially existential threats into transformative opportunities this book shows us how good leadership intelligent informed opinion and rapid action in a time of change can help organizations not only to predict the future but create it Holonomi Simon Robinson, 2014-05-22 Businesses around the world are facing rapidly changing economic and social situations Business leaders and managers must be ready to respond and adapt in new innovative ways The authors of this groundbreaking book argue that business people must adopt a holonomic way of thinking a dynamic and authentic understanding of the relationships within a business system and an appreciation of the whole Complexity and chaos are not to be feared but rather are the foundation of successful business structures and economi Holonomi presents a new world view where economi and ecology are in harmony Using real world case studies and practical exercises the authors guide the reader in a new holistic approach to business towards a more sustainable future where both people and planet matter

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Creative Management of Complex Systems Jean-Alain Heraud, Fiona Kerr, Thierry Burger-Helmchen, 2019-04-02 This book is a general presentation of complex systems examined from the point of view of management There is no standard formula to govern such systems nor to effectively understand and respond to them The interdisciplinary theory of self organization is teeming with examples of living systems that can reorganize at a higher level of complexity when confronted with an external challenge of a certain magnitude Modern businesses considered as complex systems ideally know how to flexibly and resiliently adapt to their environment and also how to prepare for change via self organization Understanding sources of potential crisis is essential for leaders though not all crises are necessarily bad news as creative firms know how to respond to challenges through innovation new products and markets organizational learning for collective intelligence and more

The Architecture of Open Source Applications, Volume II Amy Brown, Greg Wilson, 2012 Architects look at thousands of buildings during their training and study critiques of those buildings written by masters In contrast most software developers only ever get to know a handful of large programs well usually programs they wrote themselves and never study the great programs of history As a result they repeat one another s mistakes rather than building on one another s successes This second volume of The Architecture of Open Source Applications aims to change that In it the authors of twenty four open source applications explain how their software is structured and why What are each program s major components How do they interact And what did their builders learn during their development In answering these questions the contributors to this book provide unique insights into how they think Developing Leaders For Real Harry Gray, Anne Gimson, Ian Cunningham, 2022-05-13 Developing Leaders For Real Proven approaches that deliver impact presents chapters from international experts analysing approaches to developing leaders that have actually delivered results capturing how executives at all levels really learn to become better organizational leaders Wave Rider Harrison H. Owen, 2008-10-20 What began twenty years ago as a journey of exploration into the interplay between chaos order and the creative process culminates in this capstone work of Harrison Owen's pioneering career From the creator of Open Space Technology OST Wave Rider shows how to apply the fundamental principles of self organization the driving power behind OST s immense success not just to a single event but to the day to day management and leadership of organizations Owen proposes that all systems not only our organizations but indeed the entire cosmos are fundamentally self organizing Control is ultimately an illusion and attempts to assert it are a waste of time and can even be destructive If we want to have truly high performing organizations at some point we need to set aside our preconceived goals and strategies important as they are and align ourselves and our work with the primal force of self organization learn how to ride that wave To that end Owen lays out eight concrete steps for becoming a successful Wave Rider derived from the global experience of hundreds of thousands of Open Space events wit ha clear focus on producing exceptional performance The book includes a real life tale from a genuine Wave Rider Dee Hock of VISA International as well as an imagined account of a day in the life of a wave riding manager to show how self organizing principles can deal with specific functions like running a staff meeting managing projects motivating staff and much more Wave Rider is another exceptional contribution from one of organizational developments true innovators

A Companion to California History William Deverell, David Igler, 2014-01-28 This volume of original essays by leading scholars is an innovative thorough introduction to the history and culture of California Includes 30 essays by leading scholars in the field Essays range widely across perspectives including political social economic and environmental history Essays with similar approaches are paired and grouped to work as individual pieces and as companions to each other throughout the text Produced in association with the Huntington USC Institute on California and the West **Social Enterprise in** Emerging Market Countries N. Etchart, L. Comolli, 2013-12-11 NESsT is an organization that develops sustainable social enterprises to solve critical social problems in emerging market economies NESsT believes that social enterprise is a powerful tool that provides marginalized communities the skills accessibility and technology needed to overcome social barriers and break the cycle of poverty Drawing on NESsT's unique methodology for identifying and building the capacity of early stage social enterprises as well as on surveys of relevant stakeholders Social Enterprise in Emerging Market Countries provides a clear picture of where social enterprises are and where they need to go and identifies key players in the social enterprise field and how they can take the bold steps needed to facilitate the growth and impact of these models Etchart and Camolli focus on NESsT's research in Latin America and Central Europe the two regions where it has operated for over 15 years particularly in Argentina Brazil Chile Ecuador and Peru with some cases from other countries in Latin America For the purpose of illustrating important models and innovative programs and policies this book also highlights cases and experiences from Central Europe Designing Positive Psychology Kennon M. Sheldon, Todd B. Kashdan, Michael F. Steger, 2011-01-31 Positive psychology exploded into public consciousness 10 years ago and has captured attention around the world ever since In this book experts from diverse fields address the question of whether the movement is fulfilling its promise Join authors like Csikszentmihalyi Simonton Emmons and Fredrickson in charting a bold new course for the future of positive psychology Alternative Theories of the Firm Michael Pirson, David M. Wasieleski, Erica L. Steckler, 2021-12-28 The Theory of the Firm is commonly viewed as axiomatic by business school academicians Considerations in spanning organizational structures their boundaries and roles as well as business strategies all relate to the Theory of the Firm The dominant Theory of the Firm poses that markets act perfectly to maximize the well being of society when people act to maximize the personal utility of their individual purchases and firms act to maximize financial returns to their owners However burgeoning evidence and discourse across the scientific and policy communities suggests that the economic social

and environmental consequences of accepting and applying this theory in the organization of business and society threaten the survival of the human species among countless others This book provides the latest thinking on alternatives to the Theory of the Firm as cornerstone of managerial decision making Authors explore and elucidate theories that help us understand a firm differently and suggest alternatives to the Theory of the Firm This book will be of value to researchers academics practitioners and students interested in leadership strategic management and the intersection of corporate interests and the well being of the society

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