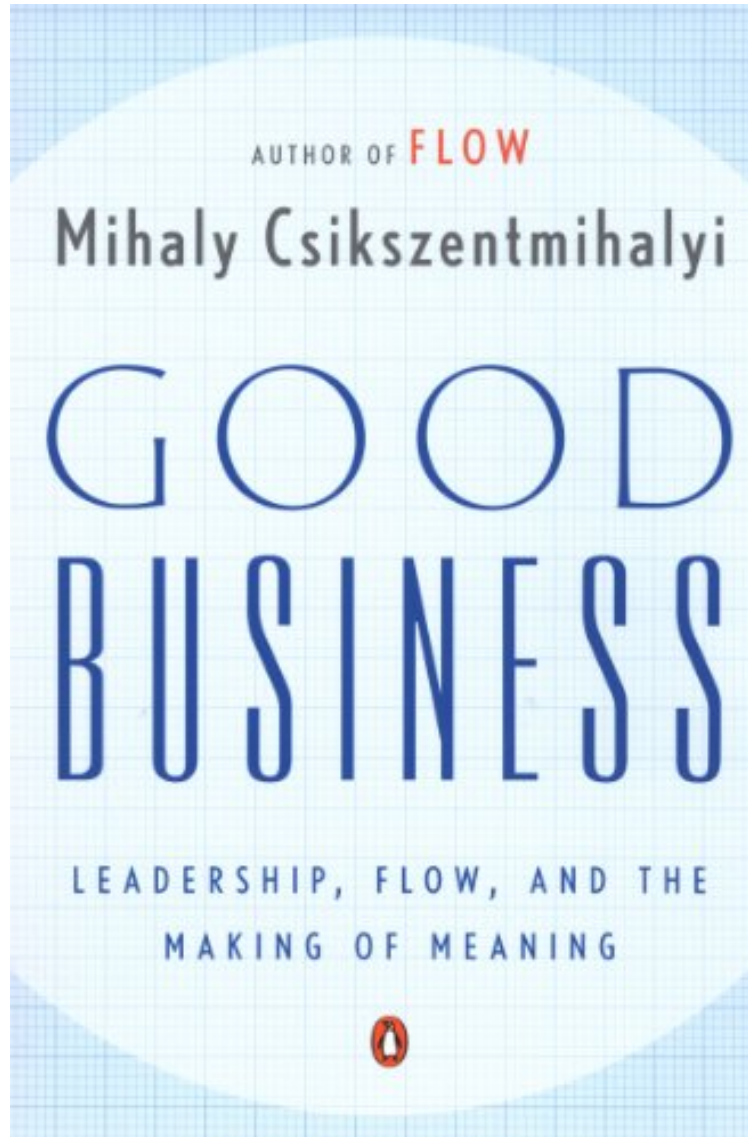


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Good Business: Leadership, Flow, and the Making of Meaning

Mihaly Csikszentmihalyi

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Mihaly Csikszentmihalyi : Good Business: Leadership, Flow, and the Making of Meaning before purchasing it in order to gage whether or not it would be worth my time, and all praised Good Business: Leadership, Flow, and the Making of Meaning:

0 of 0 people found the following review helpful. Flow comes to Business - A great read!By Barry L. DavisSubtitled Leadership, Flow and the Making of Meaning, this insightful book speaks of the "psychological capital" contained in Flow and its significance for business, work and life. Humans need, per the author, to combine differentiation (understanding how they are unique) with integration (interaction with the world around them). Divided into three

sections, the author begins by focusing on the relationship between Flow and Happiness. Flow, per "Mike," has clear goals, immediate feedback and provides a balance between opportunity and capacity. Two diagrams are presented in this section to show the critical balance between challenge and skills to move from boredom (no challenge, too many skills) and anxiety (more challenge than skills) to Flow (challenge and skills are matched). The second section, Flow and Organizations, combines quotes from visionary leaders coming from organizations as diverse as Patagonia, Motorola, Amway and Templeton Investments to show how concentrating on the deeper issues beyond shareholder earnings creates extraordinary businesses. Mike speaks of hundred year managers that "have a vision that gives life meaning, offers people hope for their own future and those of their children." Finally, in Flow and Self, the author speaks of the "soul" of business. As a person of faith, I take a different tack on this topic, although he has much to offer in this area. Mike describes the "stuff of great souls" as including optimism, integrity, ambition, perseverance and integrity, populating this discussion with numerous quotes from leaders who embody these characteristics and seek to "walk the talk." This exceptional book closes by providing practical guidance on helping the reader to develop strengths and discover opportunities to create flow in life as well as providing a strong challenge for each business to "truly fulfill its potential to help make life happier for all."

36 of 37 people found the following review helpful. More than just a great business book

By Stuart Berman
The premise of the book is that our jobs are a primary component in our life and that when we are happy in our work we are the most productive and of the most value to our business. Mihaly reviews the concept of "flow" from his earlier studies which is a state where we fully utilize our skills and capabilities and how we are able to reach that state and what inhibits us from reaching it. We also learn about our own development stages and how we improve through the combination of realizing our uniqueness and by valuing human relationships. This book teaches us about good leadership qualities and how we (being led) can find satisfaction in our work. Organizational leaders must clarify the goals of a business and ensure it is well communicated. Three levers are available to managers to enable flow and create a great organization: make the environment attractive and comfortable; imbuing jobs with meaning and value; and by rewarding individuals who find satisfaction in their work. Flow presents opportunity (such as finding more satisfaction) and challenge (as in the case of changing a job that sucks the life out of people). Innovation is seen as repeatable through flow - but certain practices must be met such as: stay away from micro managing people; let people know the problems that need to be solved; and how to set and achieve performance goals (prioritizing tasks throughout a company has the effect of ensuring a company won't meet its goals). An outline of the conditions for flow: 1) Clear goals - you know your tasks and have the appropriate skill 2) Immediate feedback - you understand the effect of your efforts 3) Balance opportunity with capacity - you always learn to seek opportunity 4) Concentration - don't over think (remember the old 'Inner Tennis' books?) 5) The present is what matters - you exist in the 'now' 6) Control is no problem - you become immersed in the work 7) Time is altered - you 'slip through the cracks in time' 8) Loss of ego - you focus on giving not taking or defending

This book is a quick first read and will inspire thought, take the opportunity to read it. It is more than a great business book - it is also a book about life.

0 of 0 people found the following review helpful. Best management/psychology book that I ever read so far

By Enche Tjin
Today, there are many companies that suck a lot out of its workers. Many people are unhappy in their workplace. This book have the answer why and how to change it around. There are many interesting things discussed in this book, especially about definition of happiness. For so long, many people link happiness with pleasure, but Mihaly have a different opinion. Happiness or rapture happens when we are able to grow as individual and have adequate amount of challenge. This is great book for people who want to start to build ethical / good organization or entrepreneur and great for people who are looking for happiness in work and life.

Since Mihaly Csikszentmihalyi published the groundbreaking Flow more than a decade ago, world leaders such as Tony Blair and former President Clinton, and influential sports figures like Super Bowl champion coach Jimmy Johnson have all been inspired by the book. In today's corporate upheaval, a new business paradigm is evolving. While many CEOs are being exposed for their greed, truly visionary leaders believe in a goal that benefits themselves as well as others. They realize that it is their vision and "soul" that attract loyal employees willing to go above and beyond the call of corporate duty. And their employees are realizing the same thing: while 80 percent of adults claim they'd work even if they didn't have to, the majority of them can hardly wait to leave their jobs and get home. Good Business starts with the premise that this is an age in which business and work have replaced religion and politics as central forces in contemporary life. The book reveals how business leaders, managers, and even employees can find their "flow" and contribute not only to their own happiness, but also to a just and evolving society. It identifies the factors crucial to the operation of a good business: trust, the commitment to fostering the personal growth of employees, and the dedication to creating a product that helps mankind. Good Business is sure to become a must-read text for anyone who values the positive contributions of individuals in the changing world of business.