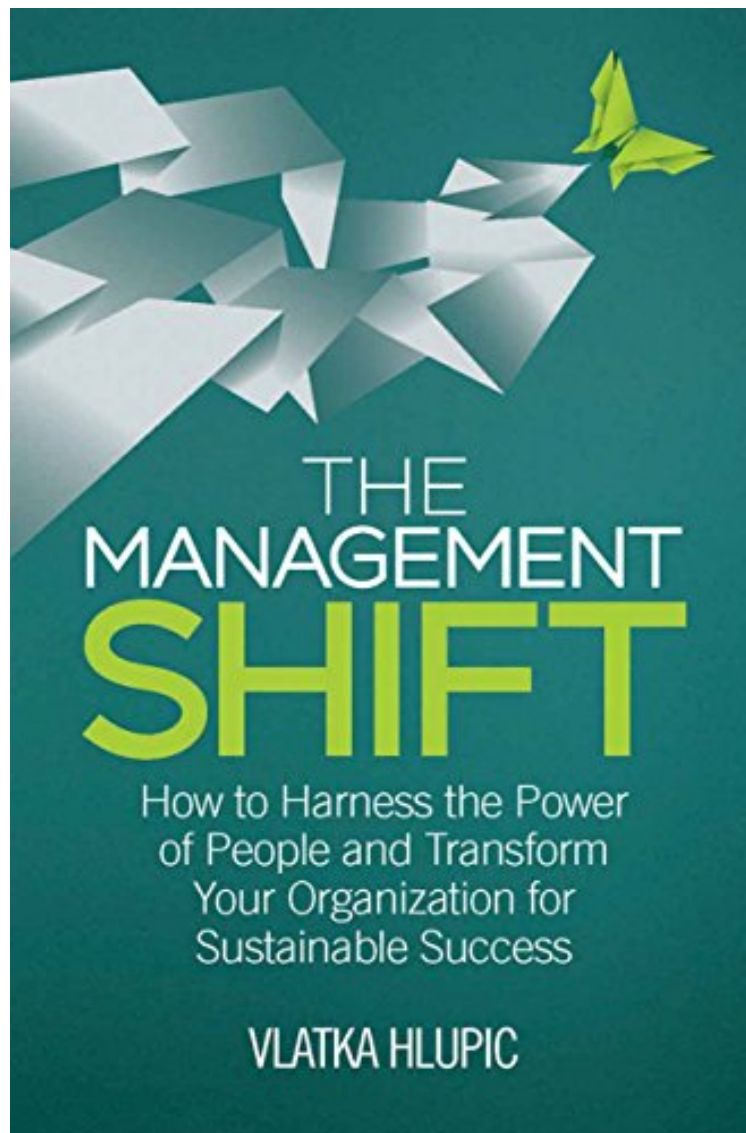


(Read free) The Management Shift: How to Harness the Power of People and Transform Your Organization For Sustainable Success

The Management Shift: How to Harness the Power of People and Transform Your Organization For Sustainable Success

V. Hlupic

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V. Hlupic : The Management Shift: How to Harness the Power of People and Transform Your Organization For Sustainable Success before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Management Shift: How to Harness the Power of People and Transform Your Organization For Sustainable Success:

3 of 3 people found the following review helpful. Very good points, but spread way too thin in a lengthy textBy Fleury

Pascal While the main point made in the book is one that I share totally, I felt mostly bored while reading this book. Every chapter starts with a list of things to come, then the things come, with lots of rehashing of things from past chapters and forward mentioning things to come in the next chapters, and finally a summary of the chapter. Maybe it's because I work in a company that is definitely at level 4 and often 5, so not much news for me in it. The whole book feels like a advertisement for the 6 box method, but comes across as a sales pitch written in 240 pages with satisfied customers, proof that it works and mentions to all the studies that support it. I think Mrs. Hlupic has the credentials and authority in her domain that the book could be more like a scientific publication, with much more terse text and more references to other publications, including her own. My low star rating is about the information density of the text, rather than the point she tried to get across (which I fully concur with).

1 of 1 people found the following review helpful. Great thought leadership on addressing talent shortfall
By Big Norm
Outstanding Great ideas that address the new leadership initiatives facing most companies. Practical with a useful diagnostic approach using the Six Box model to identify weaknesses and plan to correct
Highly recommended
2 of 2 people found the following review helpful. Excellent book about what management and leadership should be about in every human endeavour
By Jorn Bettin
The Management Shift by Vlatka Hlupic is a timely reminder that a growing number of people are independently coming to very similar conclusions, not because they are all reading exactly the same research and are attending the same conferences, but because comparable conclusions are being reached from different perspectives, and based on complementary underlying data sets. However, no matter how compelling the reasoning and the evidence, it is up to the readers to perform the shift. More than 30 years ago W Edwards Deming raised awareness about the deadly diseases of management (<https://youtu.be/ehMAwIHGNOY>), and these diseases are well and alive today. The following question may help to make the shift with courage and without hesitation: What set of values and principles are needed to redefine economic progress so that the core of the definition still makes sense to those who will live 200 years from now? Throughout the book I was wondering why we still use the words leadership and management. Words can wield a lot of power. Creating a shift in the hearts and the minds of those who currently "lead" and "manage" may indeed be the most needed shift at this point in time. As the shift gathers momentum, a shift in language will need to follow, with words that don't offer a back door to earlier meanings that relate to hierarchical organisations and power differentials. Whenever I read about leadership and management I cringe. Often the picture of a flock of birds is in the back of my head, as a far superior model of pursuing a shared vision. My hope is that Vlatka Hlupic's final words in The Management Shift allow readers to take a bird's-eye perspective of human endeavour, and to shift to a flock of bird model of collaboration. There may be one or more birds heading the flock or parts of the flock at any point in time. The front position rotates whenever the front bird needs a bit of a rest from the energy expenditure of creating an airflow that eases the workload of the others. Once you have made the mental and behavioural shift, and are ready for a new language, the words modelling and demonstrating may feel more appropriate than leadership. Modelling is leading by example in a single word. The old phrase leadership by example still conjures up an image of leaders and followers. Vlatka Hlupic correctly points out the need for giving up authority. When you give up authority and provide a good example, you are modelling, and whether anyone is following should not be a primary concern. My recommendation for performing the shift: Don't lead. Live! Courageously and honestly. Care about the lives of others, and trust the talents and skills of those that live by a compatible set of values. Take the front position whenever required, when you have the energy, and let your peers know when you need a break.

Research shows that corporate life expectancy and performance have declined 75% in the last 50 years - organizations need a different approach if they are to survive, let alone thrive. While people are often stated as a company's greatest asset, few businesses have a clear model of leadership that improves engagement, removes barriers to innovation, and uncovers hidden strengths in people and the organization. This book addresses that need and, more importantly, demonstrates HOW organizations can make The Management Shift to a new way of thinking and working. Professor Hlupic argues that organizations now need to adopt a leadership style that focuses on people, purpose and knowledge sharing, creating new types of value and ultimately improving innovation and engagement - leading to improved business. Based on leading-edge research supported by numerous case studies, which demonstrate the power and impact of change, The Management Shift offers managers a practical and systemic approach to diagnose leadership issues in their organization. It then provides an implementation process to shift their mindset and organizational culture to the new level of thinking, performance, and ultimately business success.

'This is an inspiring book. Dr Hlupic makes a compelling case for radical changes in how large companies work, and she charts a very clear course for a new type of leadership that seeks to harness the talents and commitment of all employees.' -Julian Birkinshaw, Professor of Strategy and Entrepreneurship, London Business School "Vlatka Hlupic's The Management Shift is a rich exploration of the way in which the corporate landscape is increasingly emphasizing people and purpose and not just profit. As such, it's not only useful; it's quite hopeful.' -Rick Wartzman, Executive Director of the Drucker Institute; columnist for Time.com "The field of leadership development is presently in need of fresh thinking. In this book Vlatka Hlupic offers her own contribution in the form of her '6 Box Leadership Model' for

consideration. All those who are interested in the present state and future direction of the field will find in the pages of this book a fresh and thought-provoking approach. I warmly welcome it.' - John Adair, Chair of Leadership Studies at the United Nations System Staff College; Honorary Professor of Leadership at the China Executive Leadership Academy; author of forty books on leadership "Dr Hlupic's insights are truly ground-breaking. What makes her ideas, which are brilliantly described in *The Management Shift*, even more meaningful is how she has integrated them into her 6 Box Leadership tool. The result is that executives and consultants can now easily implement 6 Box Leadership principles in practice, so that organizations can benefit from tomorrow's management today.' - Jack Bergstrand, CEO of Brand Velocity, the former chief information officer for The Coca-Cola Co., author of *Reinvent Your Enterprise* "6 Box Leadership diagnostics and management methods will give your organization everything it needs to unleash the creative power of your organization and win in today's fast paced, hypercompetitive world. Without this new way of management, firms will be stuck in the past and hopelessly left behind by competitors who adopt the 6 Box approach.' - Richard A. D'Aveni, Bakala Professor of Strategy, Tuck School of Business at Dartmouth College "Vlatka Hlupic's wonderful book provides the methodology to implement Management 2.0 using her 6 Box Leadership system. The key is putting people first. Improving your organization's performance has never been so easy.' - Paul J. Zak, Professor of Economics and the founding Director of the Center for Neuroeconomics Studies at Claremont Graduate University, author of *The Moral Molecule*- finalist for Wellcome Trust Book Prize 'Dr Vlatka Hlupic's work is a significant contribution to transforming management thinking and organisational life that we need for today's and future world. *The Management Shift* shows the big picture and at the same time, offers a proven method related to how to tackle the route to unfold human potential in organisations for sustained prosperity.' -Franz Rouml;ouml;sli, Professor for Organisational Behaviour, Zurich University of Applied Sciences, Director of Beyond Budgeting Round Table "Vlatka Hlupic has enjoyed an impressive career in the world of leadership studies. I strongly endorse the ideas which she has developed and presented in *The Management Shift*.' -William Hopper, Former Member of the European Parliament, Investment Banker and co-author of *The Puritan Gift: Triumph, Collapse and Revival of an American Dream* "In the new era, business leaders need to shift from a focus on profits to leading their organizations with a purpose and a set of values that engender passion and pride among their employees and customers. This book sets an agenda and a framework to guide business leaders in this important quest." - Sunil Gupta, Edward Carter Professor of Business, Harvard Business School "For any business leader looking to get more from their people, this book is a must-read." - Rob Wirszyycz, Chairman and Advisor to major IT companies and former Director General of techUK "Vlatka Hlupic has done a terrific job in describing the need for a paradigm shift in Management and Leadership. It is about more contradictions that need to be reconciled and the 6 Box Leadership Tool does the practical application. A must-read!" - Fons Trompenaars, Author of the best-selling *Riding the Waves of Culture*, ranked in the Thinkers50 as one of the most influential management thinkers in the world 'I have had the pleasure of working with Dr. Hlupic including co-authoring several whitepapers as part of the Management Information Exchange (MIX). I am thrilled at her success in capturing a powerful and much needed corporate transformation model wonderfully described in *The Management Shift*.' -Michael Grove, CEO of CollabWorks, Inc., serial entrepreneur, and Founder of the WWW+W thought leadership community of the New World of Work "For many of us writing about the principles of enlightened leadership over the years, the rate of progress has been frustratingly slow. Vlatka Hlupic in *The Management Shift* has achieved a potentially significant breakthrough by linking theory to practice on how to transform workplaces. She takes management teams through the levels of progress that leaders and their teams experience as they move towards higher levels of engagement, in an approach where people are rightly viewed as the source of all value". -Philip Whiteley, co-author *New Normal Radical Shift* "Use the powerful 6-Box Model and its lessons from Vlatka Hlupic's new book to put your team on the fast track to success. Outstanding, unique work from one of today's most important management consultants! Excellent!" -Marshall Goldsmith, a Thinkers 50 Top Ten Global Business Thinker and top ranked executive coach "Vlatka's insights on how to put innovative theory into practice is a true step change in management. She shows many cases that it is actually possible to transform organisations to become more profitable while at the same time to become more engaging for all employees. She provides clear guidance on how to successfully create the future and sets the new management standards for the digital information age." -Carsten Hentrich, Director Digital Transformation, PwC Germany "A great book for the challenges of our time. I hope aspiring managers and entrepreneurs will read it!" -Sajda Qureshi, Professor of Information Systems, University of Nebraska at Omaha "Vlatka Hlupic makes the case for fundamental change in management theory. She is posing some questions that should have been asked already a long time ago, the answers to which are not only relevant to business, but to all those institutions (business, governmental and NGOs) that dominate our human lives in the 21st century. This is a book that shows the way not just to better economic results but to a better society". -Arie de Geus, Former Corporate Planning Director at the Shell Group and author of *The Living Company*, translated in 23 languages and named one of the top business books by Business Week and The Financial Times "In the aftermath of the financial crisis managers had to confront harsh criticism and blame. It has become clear that a renewal of management is required for regaining the credibility and legitimacy to address the huge challenges we face in our economies and our societies. The good news: management doesn't need wholesale reinvention; it just needs to rediscover its true vocation and priorities.

Vlatka Hlupic provides a timely and important contribution in this field by combining the Drucker inspired systematic approach to the discipline of management with latest thinking and relevant tools for practitioners". -Richard Straub, President of the Drucker Society Europe; Senior Advisor, IBM Global Education Industry "The most articulate, fully researched and inspiring managerial manifesto for the 21st century corporation yet written" -Dr Jules Goddard, Fellow, London Business School "Finally we get a book that truly describes the urgency to go from traditional management focus to leadership... As an operative CEO at Innovation Norway, the Norwegian Government's most important instrument for innovation and development of Norwegian enterprises and industry, I will have great benefit of your book describing the challenges I meet as a leader, but more important, challenges facing our customers. As you say: 'In business management, there is a problem. There is also an historic opportunity. And now, there is a major breakthrough.' Indeed it is, and your book gives me the motivation to believe in this, and to be part of driving the change. Thank you." -Anita Krohn Traaseth, CEO of Innovation Norway and former CEO of Hewlett Packard Norway

About the Author Vlatka Hlupic is a Professor of Business and Management at the University of Westminster, an Adjunct Faculty at London Business School and founder and Chief Executive Officer of the Drucker Society, London. She is a renowned event speaker, presenting regularly at major conferences worldwide and has published more than 160 academic articles, including the award winning 'To be a Better Leader, Give up Authority', Harvard Business . Professor Hlupic is a respected leadership and management consultant and has advised major international organizations including the House of Commons, GlaxoSmithKline, BP, Learndirect, Brand Velocity USA, the Drucker Institute USA, Croatian Government and the Hungarian National Bank. A sought-after thought leader, she has a growing media platform and her expert commentaries and interviews have appeared in the national press including The Times, Sunday Telegraph, Independent and Guardian as well as leading industry publications such as Edge Magazine, Marketing Magazine, Business Executive, HR Magazine, Strategy Magazine, New Europe and the Training Journal. She has led the development of four Management 2.0 'hacks' within Gary Hamel's Management Innovation Exchange Management 2.0 Hackathon, and as a result of this was invited to give a TEDx talk in Oslo in 2012.