

Reimagining Work Strategies To Disrupt Talent Lead Change And Win With A Flexible Workforce

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COVID-19 has accelerated new ways of working in the life sciences industry that have been talked about for years—chief among them a shift to patient and customer centricity, digital interactions, and workforce agility. Almost overnight, R&D teams reprioritized new research, plant and network experts rallied to ensure clinical supply continuity, and go-to-market leaders shifted to enable at ...

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change early before the obsolete start falling behind. Reimagining Work gives you actionable guidance for staying ahead of the curve.

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If you only read one book on the future of work, *Work Disrupted: Opportunity, Resilience, and Growth in the Accelerated Future of Work* should be that book. The future of work swept in sooner than expected, accelerated by Covid-19, creating an urgent need for new maps, new mindsets, new strategies-- and most importantly, a trusted guide to take us on this journey. That guide is Jeff Schwartz. A founding partner of Deloitte Consulting 's Future of Work practice, Schwartz brings clarity, humor, wisdom, and practical advice to the future of work, a topic surrounded by misinformation, fear, and confusion. With a fundamental belief in the power of human innovation and creativity, Schwartz presents the key issues, critical choices, and potential pitfalls that must be on everyone 's radar. If you're anxious about robots taking away your job in the future, you will take comfort in the realistic perspective, fact-based insights, and practical steps Schwartz offers. If you're not sure where to even begin to prepare, follow his level-headed advice and easy-to-follow action plans. If you're a business leader caught between keeping up, while also being thoughtful about the next moves, you will appreciate the playbook directed at you. If you're wondering how Covid-19 will change how and where you will work, *Work Disrupted* has you covered. Written in a conversational style by Schwartz, with Suzanne Riss, an award-winning journalist and book author, *Work Disrupted* offers a welcome alternative to books on the topic that lack a broad perspective or dwell on the problems rather than offer solutions. Timely and insightful, the book includes the impact of Covid-19 on our present and future work. Interviews with leading thinkers on the future of work offer additional perspectives and guidance. Cartoons created for the book by leading business illustrator Tom Fishburne bring to life the reader 's journey and the complex issues surrounding the topic. Told from the perspective of an economist, management advisor, and social commentator, *Work Disrupted* offers hope--and practical advice--exploring such topics as: How we frame what lies ahead is a critical navigational tool. Discover the signposts that can serve as practical guides for individuals who have families to support, mortgages to pay, and want to stay gainfully employed no matter what the future holds. The importance of recognizing the rapidly evolving opportunities in front of us. Learn how to build resilience—in careers, organizations, and leaders—for what lies ahead. Why exploring new mental models helps us discover the steps we need to take to thrive. Individuals can decide how to protect their livelihood while businesses and public institutions can consider how they can lead and support workforces to thrive in twenty-first-century careers and work. "Jeff's marvelous book is a roadmap for the new world of work with clear signposts. His insights will help readers discover opportunities, take action, and find hope

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in uncertain times. The ideas are fresh, beautifully crafted, and immediately applicable. This is not only a book to be read, but savored and used." —Dave Ulrich, Rensis Likert Professor, Ross School of Business, University of Michigan; Partner, the RBL Group; Co-author Reinventing the Organization

AI is radically transforming business. Are you ready? Look around you. Artificial intelligence is no longer just a futuristic notion. It's here right now--in software that senses what we need, supply chains that "think" in real time, and robots that respond to changes in their environment. Twenty-first-century pioneer companies are already using AI to innovate and grow fast. The bottom line is this: Businesses that understand how to harness AI can surge ahead. Those that neglect it will fall behind. Which side are you on? In *Human + Machine*, Accenture leaders Paul R. Daugherty and H. James (Jim) Wilson show that the essence of the AI paradigm shift is the transformation of all business processes within an organization--whether related to breakthrough innovation, everyday customer service, or personal productivity habits. As humans and smart machines collaborate ever more closely, work processes become more fluid and adaptive, enabling companies to change them on the fly--or to completely reimagine them. AI is changing all the rules of how companies operate. Based on the authors' experience and research with 1,500 organizations, the book reveals how companies are using the new rules of AI to leap ahead on innovation and profitability, as well as what you can do to achieve similar results. It describes six entirely new types of hybrid human + machine roles that every company must develop, and it includes a "leader's guide" with the five crucial principles required to become an AI-fueled business. *Human + Machine* provides the missing and much-needed management playbook for success in our new age of AI. **BOOK PROCEEDS FOR THE AI GENERATION** The authors' goal in publishing *Human + Machine* is to help executives, workers, students and others navigate the changes that AI is making to business and the economy. They believe AI will bring innovations that truly improve the way the world works and lives. However, AI will cause disruption, and many people will need education, training and support to prepare for the newly created jobs. To support this need, the authors are donating the royalties received from the sale of this book to fund education and retraining programs focused on developing fusion skills for the age of artificial intelligence.

Thrive in the new economy by leading ahead of the next evolution *Reimagining Work* is the business leader's guide to surviving—and thriving—in the new on-demand economy. As the business and workplace environments evolve, traditional management strategies are becoming obsolete; the skilled workforce demands flexibility and more control over their work—things that the major corporations repeatedly fail to offer. Is it any wonder that the best and brightest talent is increasingly moving toward smaller companies with alternative management structures? Companies like Uber, Lyft, Handy, and Task Rabbit? These businesses have seen major success by attracting the right people—by giving them what they want. As the shift continues, businesses will need to change the way they recruit, develop, and train talent. This book shows you how to restructure and reconfigure your current strategy toward one that will help your business not just survive, but grow stronger in this new environment by offering what top talent demands. Niche spaces like transportation and general labor may have catalyzed the movement toward on-demand, but their influence is spreading and traditional businesses must adapt or die. This book shows you how to turn the shift into an asset for your company by leading through change for the better. Reconsider your current talent sourcing strategies Update your team development and training programs Build a flexible workforce that thrives in the "on-demand" economy Develop your business to succeed amidst the changing business paradigm Growth is more than just expansion; it's also maturation, adaptation, and evolution. Our economy is on the cusp of a seismic shift, and smart businesses will implement change early before the obsolete start falling behind. *Reimagining Work* gives you actionable guidance for staying ahead of the curve.

Digital transformation is no longer news--it's a necessity. Despite the widespread threat of disruption, many large companies in traditional industries have succeeded at digitizing their businesses in truly transformative ways. The *New York Times*, formerly a bastion of traditional media, has created a thriving digital

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product behind a carefully designed paywall. Best Buy has transformed its business in the face of Amazon's threat. John Deere has formed a data-analysis arm to complement its farm-equipment business. And Goldman Sachs and many others are using digital technologies to reimagine their businesses. In *Driving Digital Strategy*, Harvard Business School professor Sunil Gupta provides an actionable framework for following their lead. For over a decade, Gupta has studied digital transformation at Fortune 500 companies. He knows what works and what doesn't. Merely dabbling in digital or launching a small independent unit, which many companies do, will not bring success. Instead you need to fundamentally change the core of your business and ensure that your digital strategy touches all aspects of your organization: your business model, value chain, customer relationships, and company culture. Gupta covers each aspect in vivid detail while providing navigation tips and best practices along the way. Filled with rich and illuminating case studies of companies at the forefront of digital transformation, *Driving Digital Strategy* is the comprehensive guide you need to take full advantage of the limitless opportunities the digital age provides.

This book provides a significant contribution to the increasing conversation concerning the place of big data in education. Offering a multidisciplinary approach with a diversity of perspectives from international scholars and industry experts, chapter authors engage in both research- and industry-informed discussions and analyses on the place of big data in education, particularly as it pertains to large-scale and ongoing assessment practices moving into the digital space. This volume offers an innovative, practical, and international view of the future of current opportunities and challenges in education and the place of assessment in this context.

A practical, real-world training manual for mid-level management *Managing to Make a Difference* presents a leadership guide for those in the middle. The C-suite has a wealth of resources for leadership guidance, but middle managers face a quandary: often given little guidance on how to excel, they are also under enormous pressure to do a variety of things other than "lead." This book provides much-needed tools and techniques for building a high-performing team—without letting your other duties suffer. Organized around a coherent philosophy and based on solid research, the discussion offers a roadmap to engagement, talent development, and excellence in management. From difficult situations and organizational challenges to everyday motivation and inspiration, these techniques help middle managers achieve the goals of their organization while empowering their workers to achieve their own. Talent development is probably not your full-time job—yet it drives the engagement that results in high performance. This book shows you how to hit the "sweet spot" of middle management, with a host of tools and strategies to help you help your team shine. Motivate, inspire, and lead your team with confidence Manage through challenges and overcome obstacles Develop key talent and maintain high engagement Adopt practical management tools based on substantiated research Most organizations direct the majority of their development resources to the C-suite, but still expect their mid-level managers to attract, engage, retain, and develop talent; but successfully juggling everyday duties while maintaining team performance and leading around roadblocks leaves little room for management planning. *Managing to Make a Difference* offers the solution in the form of tools, techniques, and practical strategy for a high performing team.

The world has entered a period of accelerated change. This has everything to do with the disruptive events of 2020, the cognitive rewiring which each of us is going through, and the profound macro shifts reshaping the world as we know it. We are living through an unprecedented period of rapid and pervasive transition. Every aspect of our reality is shifting, from how we work and play, to how we educate our children and care for the health and wellbeing of our families, ourselves and our neighbours. How does this affect the future of strong, dominant sectors such as tourism and travel, consumer, retail, property, education, health, automotive and financial services, among others? Can we rewire these and other sectors for a new reality? Do we even have the wherewithal to reimagine the future? How do we start the process of pressing the reset button? Can we reimagine the world we live in and take proactive steps to play a part in it? Do we have the tools to shift our business strategies? Are we primed to take advantage of the opportunities on offer? Can we sidestep our fear of the unknown and open our minds

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to exciting new possibilities? Transport yourself into the future with global future strategist, speaker and disruptor Abdullah Verachia as he leads you through the fundamental shifts taking place at every level and how these will reshape the world as we know it. Envisage a new reality, new cross-border opportunities and new avenues for personal and business growth. Unlock key insights revealed in Disruption Amplified that will inspire your own rethinking during this remarkable and transformative time, and step boldly into a new tomorrow.

A renowned Harvard professor debunks prevailing orthodoxy with a new intellectual foundation and a practical pathway forward for a system that has lost its moral and ethical foundation. Free market capitalism is one of humanity's greatest inventions and the greatest source of prosperity the world has ever seen. But this success has been costly. Capitalism is on the verge of destroying the planet and destabilizing society as wealth rushes to the top. The time for action is running short. Rebecca Henderson's rigorous research in economics, psychology, and organizational behavior, as well as her many years of work with companies around the world, give us a path forward. She debunks the worldview that the only purpose of business is to make money and maximize shareholder value. She shows that we have failed to reimagine capitalism so that it is not only an engine of prosperity but also a system that is in harmony with environmental realities, the striving for social justice, and the demands of truly democratic institutions. Henderson's deep understanding of how change takes place, combined with fascinating in-depth stories of companies that have made the first steps towards reimagining capitalism, provide inspiring insight into what capitalism can be. Together with rich discussions of important role of government and how the worlds of finance, governance, and leadership must also evolve, Henderson provides the pragmatic foundation for navigating a world faced with unprecedented challenge, but also with extraordinary opportunity for those who can get it right.

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