Exponential Organizations

To survive in the new, competitive digital economy of artificial intelligence and the Internet of Things, companies will have to change their management models. The company of linear, incremental growth is becoming obsolete. Moonshot leaders like Elon Musk or Jeff Bezos aspire to bringing about massive transformations. These visionaries seek radical solutions to big problems through enabling technologies that are easily scalable and yield increasing returns with decreasing marginal costs that in many cases approach zero. In his book Journey of the Future Enterprise, Jorge Calvo explains what the disruptive change of the Fourth Industrial Revolution consists of, what moonshot leadership is and what exponential organizations (ExOs) are, and having set out the conceptual framework, explains how to gear companies toward the new economy. In short, this resource-packed book is written for those who want to be part of this change, for those who are suffering the impact of this radical transformation, for those who feel lost as a result of the complexity and speed of the changes that are taking place, and for those who want to better understand the drivers of the Fourth Industrial Revolution.

A groundbreaking book that sheds new light on the vital importance of teams as the fundamental unit of organization and competition in the global economy. Teams—we depend on them for both our professional success and our personal happiness. But isn't it odd how little scrutiny we give them? The teams that make up our lives are created mostly by luck, happenstance, or circumstance—but rarely by design. In trivial matters—say, a bowling team, the leadership of a neighborhood group, or a holiday party committee—success by serendipity is already risky enough. But when it comes to actions by fast-moving start-ups, major corporations, nonprofit institutions, and governments, leaving things to chance can be downright dangerous. Offering vivid reports of the latest scientific research, compelling case studies, and great storytelling, Team Genius shows managers and executives that the planning, design, and management of great teams no longer have to be a black art. It explores solutions to essential questions that could spell the difference between success and obsolescence. Do you know how to reorganize your subpar teams to turn them into top performers? Can you identify which of the top-performing teams in your company are reaching the end of their life span? Do you have the courage to shut them down? Do you know how to create a replacement team that will be just as effective—without losing time or damaging morale? And, most important, are your teams the right size for the job? Throughout, Rich Karlgaard and Michael S. Malone share insights and real-life examples gleaned from their careers as journalists, analysts, investors, and globetrotting entrepreneurs, meeting successful teams and team leaders to reveal some "new truths": The right team size is usually one fewer person than what managers think they need. The greatest question facing good teams is not how to succeed, but how to die. Good "chemistry" often makes for

the least effective teams. Cognitive diversity yields the highest performance gains—but only if you understand what it is. How to find the "bliss point" in team intimacy—and become three times more productive. How to identify destructive team members before they do harm. Why small teams are 40 percent more likely to create a successful breakthrough than a solo genius is. Why groups of 7 (± 2), 150, and 1,500 are magic sizes for teams. Eye-opening, grounded, and essential, Team Genius is the next big idea to revolutionize business.

This book analyses prevailing approaches and policies in innovative entrepreneurship. It explores the ways in which entrepreneurs learn and develop innovation-based businesses to drive increased regional competitiveness. Specifically, the contributions propose that sustainable innovation ecosystems booster innovative entrepreneurship and thus create a competitive advantage for smart and sustainable growth. It also examines the current state of entrepreneurship education, where the development of entrepreneurial abilities is considered a process of value creation—both economic and social—with the final aim to create both new start-ups and entrepreneurial mind-sets.Featuring theoretical approaches and empirical evidences, this title is appropriate for scholars, academics, students and policy makers in technology and innovation management, economics of innovation and entrepreneurship.

Effectiveness is the underlying theme for this introduction to disruptive innovation. The book tells the manager, or student, what they need to know in transforming the thinking in an organization to an innovative mindset in the twenty-first century. Corporate Innovation explains the four stages of the innovation process, and demonstrates how to improve skills in the innovation process, and unleash personal innovative abilities. This book also presents ways to assess the organization's attitudes toward innovation, providing insights into how to diagnose creative and innovative performance problems in the organization. Beginning with an overview of concepts involved with an innovative organization today, this book explores the fundamental aspects of the individual, the organization and the implementation. An I-Organization is a combination of: I-Skills developed within individuals I-Design thinking functions needed to shape innovation I-Teams that emerge from the HR perspective of structuring the appropriate climate I-Solution needed to provide a foundation for implementing any innovative ideas. Essential reading for students of corporate innovation, corporate ventures, corporate strategy, or human resources, this book also speaks to the specific needs of active managers charged with the expectation of enhancing the innovative prowess of their organization. Instructors' outlines, lecture slides, and a test bank round out the ancillary online resources for this title.

Exponential Organizations already being hailed as the must-read" book of the year by tech industry insiders delivers groundbreaking analysis and insight, as well as how-to advice for companies of any size. It is poised to become this year s Lean Startup, a big business book about innovation."

The Next Step: Exponential Life presents essays on the potential of what are known as "exponential technologies"--those whose development is accelerating rapidly, such as robotics, artificial intelligence or industrial biology--considering their economic, social, environmental, ethical and even ontological implications. This book's premise is that humanity is at the beginning of a technological revolution that is evolving at a much faster pace than earlier ones--a revolution is so far-reaching it is destined to generate transformations we can only begin to imagine. Contributors include Aubrey D.N.J. de Grey, Jonathan Rossiter, Joseph A. Paradiso, Kevin Warwick, Huma Shah, Ramón López de Mántaras, Helen Papagiannis, Jay David Bolter, Maria Engberg, Robin Hanson, Stuart Russell, Darrell M. West, Francisco González, Chris Skinner, Steven Monroe Lipkin, S. Matthew Liao, James Giordano, Luciano Floridi, Seán Ó Héigeartaigh and Martin Rees.

There are hidden laws at work in every aspect of your business. Understand them, and you can create extraordinary growth. Ignore them, and you run the risk of becoming another statistic. It's become almost cliche: 8 out of every 10 new ventures fail. Of the ones that succeed, how many truly thrive-for the long run? And of those that thrive, how many continually overcome their growth hurdles ... and ultimately scale, with meaning, purpose, and profitability? The answer, sadly, is not many. Author Lex Sisney is on a mission to change that picture. After more than a decade spent leading and coaching high-growth technology companies, Lex discovered that the companies that thrive do so in accordance with 6 Laws - universal principles that govern the success or failure of every individual, team, and organization.

A playbook on product-led strategy for software product teams There's a common strategy used by the fastest growing and most successful businesses of our time. These companies are building their entire customer experience around their digital products, delivering software that is simple, intuitive and delightful, and that anticipates and exceeds the evolving needs of users. Product-led organizations make their products the vehicle for acquiring and retaining customers, driving growth, and influencing organizational priorities. They represent the future of business in a digital-first world. This book is meant to help you transform your company into a product-led organization, helping to drive growth for your business and advance your own career. It provides: A holistic view of the quantitative and qualitative insights teams need to make better decisions and shape better product experiences. A guide to setting goals for product success and measuring progress toward meeting them. A playbook for incorporating sales and marketing activities, service and support, as well as onboarding and education into the product Strategies for soliciting, organizing and prioritizing feedback from customers and other stakeholders; and how to use those inputs to create an effective product roadmap The Product-Led Organization: Drive Growth By Putting Product at the Center of Your Customer Experience was written by the co-founder and CEO of Pendo—a SaaS company

and innovator in building software for digital product teams. The book reflects the author's passion and dedication for sharing what it takes to build great products. "This book analyzes different types of virtual communities, proposing Knowledge Management as a solid theoretical ground for approaching their management"--Provided by publisher.

Praise for The Exponential Era "The Exponential Era turns strategic planning from a stagnant limited application exercise to an active thoughtful process that can yield benefits for all companies and executives. Every company leader can find a gem in the Exponential Era to apply to their business big or small." —Michael Splinter, Chairman of the Board, NASDAQ and Retired Chairman and Chief Executive Officer, Applied Materials "I count this among the very best business books I have read. The authors have managed to synthesize a vast array of thinking and methodologies and deployed them in a practical and easily understood planning process (SPX) that addresses today's exponential pace of change." —James B. Stake, former Executive Vice President, Enterprise Services, 3M Company and Chairman, Ativa Medical Corporation "The Exponential Era is an essential read for our times." —John Puckett, Owner of Punch Pizza and Co-founder of Caribou Coffee "The Exponential Era does a great job of not only describing exponential technologies, but how they likely converge to transform our world." —Frank Diana, Managing Partner, Futurist, TATA Consultancy Services "The Exponential Era is a must-read for business leaders, entrepreneurs, and virtually anyone navigating our highly complex and rapidly changing world." —General (Ret. 4 Star) Joseph L. Votel, President and CEO, Business Executives for National Security (BENS)

Rethink your business for the digital age. Every business begun before the Internet now faces the same challenge: How to transform to compete in a digital economy? Globally recognized digital expert David L. Rogers argues that digital transformation is not about updating your technology but about upgrading your strategic thinking. Based on Rogers's decade of research and teaching at Columbia Business School, and his consulting for businesses around the world, The Digital Transformation Playbook shows how pre-digital-era companies can reinvigorate their game plans and capture the new opportunities of the digital world. Rogers shows why traditional businesses need to rethink their underlying assumptions in five domains of strategy—customers, competition, data, innovation, and value. He reveals how to harness customer networks, platforms, big data, rapid experimentation, and disruptive business models—and how to integrate these into your existing business and organization. Rogers illustrates every strategy in this playbook with real-world case studies, from Google to GE, from Airbnb to the New York Times. With practical frameworks and nine step-by-step planning tools, he distills the lessons of today's greatest digital innovators and makes them usable for businesses at any stage. Many books offer advice for digital start-ups, but The Digital Transformation Playbook is the first complete treatment of how legacy businesses can transform to thrive in the digital age. It is

an indispensable guide for executives looking to take their firms to the next stage of profitable growth.

Bold is a radical how-to guide for using exponential technologies, moonshot thinking, and crowd-powered tools to create extraordinary wealth while also positively impacting the lives of billions. A follow-up to the authors' Abundance (2012).

To achieve sustained competitive advantage, you must create and deliver something that's valuable, rare, and hard to imitate–and you can't do that with a run-of-the-mill workforce. Your workforce needs to be strikingly different, obsessively focused on delivering on your unique value proposition. Compared with everyone else's workforce, your people need to be downright strange! This book is about everything it takes to build a workforce that's strange and extraordinary enough to execute your most powerful strategies and your unique value proposition. It's about understanding exactly how your workforce needs to be different...creating an end-to-end Strange Workforce Value Chain...implementing workforce systems that support your unique goals...establishing detailed metrics based on what makes you unique...using those metrics to drive clarity throughout your entire organization, and steer it toward success. If you're tasked with executing strategy through people, and "balanced scorecards" and "strategy maps" just haven't been enough, take your next and greatest leap forward: make the Change to Strange. · Why "normal" workforces just won't cut it anymore Everyone says their people make the difference. Most everyone's wrong. · Create your strange workforce in four steps Imagine, pinpoint your gaps, prioritize, and act. · What your customers must notice for you to win Link your real performance drivers to specific workforce deliverables. · Rearchitect your workforce to break from the pack Organize to get strategic results from the right people. · Leverage the magic of measurement Implement metrics that work–and keep them working.

Frost & Sullivan's 2014 Growth, Innovation, and Leadership Book of the Year "EXPONENTIAL ORGANIZATIONS should be required reading for anyone interested in the ways exponential technologies are reinventing best practices in business." —Ray Kurzweil, Director of Engineering at Google In business, performance is key. In performance, how you organize can be the key to growth. In the past five years, the business world has seen the birth of a new breed of company—the Exponential Organization—that has revolutionized how a company can accelerate its growth by using technology. An ExO can eliminate the incremental, linear way traditional companies get bigger, leveraging assets like community, big data, algorithms, and new technology into achieving performance benchmarks ten times better than its peers. Three luminaries of the business world—Salim Ismail, Yuri van Geest, and Mike Malone—have researched this phenomenon and documented ten characteristics of Exponential Organizations. Here, in EXPONENTIAL ORGANIZATIONS, they walk the reader through how any company, from a startup to a multi-national, can become an ExO, streamline

its performance, and grow to the next level. "EXPONENTIAL ORGANIZATIONS is the most pivotal book in its class. Salim examines the future of organizations and offers readers his insights on the concept of Exponential Organizations, because he himself embodies the strategy, structure, culture, processes, and systems of this new breed of company." —John Hagel, The Center for the Edge Chosen by Benjamin Netanyahu, Prime Minister of Israel, to be one of Bloomberg's Best Books of 2015

2017 Silver Nautilus Winner 2018 Indie Book Award Finalist ? Take your ego out of the equation, and watch your company thrive! "I've got a solution," Encore's CFO tells Brandon, "but it's unorthodox." It's 2005 and Brandon Black has just been promoted to CEO of Encore Capital, a company struggling to navigate an increasingly difficult business environment. Faced with a rapidly declining stock price and low workplace morale, Brandon knows he needs change—and fast. Following his CFO's advice, he and his executive team start working with Learning as Leadership (LaL) and its president, Shayne Hughes. Through their partnership, Encore's executive team learns to root out the unproductive ego habits that undermine collaboration and performance. As they instill these more effective behaviors throughout the organization, Encore begins to solve problems collectively, prioritize resources without infighting, and focus on the initiatives with the greatest strategic value. When the financial crisis of 2008–09 forces 90 percent of its competitors out of business, Encore thrives, with its profits increasing by 300 percent and its stock price by 1200 percent. Told from two lively first-person perspectives, Ego Free Leadership brings readers along for Encore's incredible success story. They'll see a CEO overcome his unconscious resistance to modeling the change he wants in his team and discover a time-tested roadmap for eliminating the destructive effects of the ego in teams and organizations.

Unlock explosive growth potential with the true model of modern leadership Thoughtfully Ruthless lays out the secret to rapid business growth by showing you how to magically invent more time, catapult your energy, and boost the productivity of your resources. Author Val Wright has worked with leaders of all stripes—from doctors to musicians to Fortune 50 C-suite executives—to help them unlock their potential and achieve the next level of success. Her experiences have shown time and time again that it's not the economy, or the market conditions, or the competition that's holding your business back. The secret to exponential growth lies within how leaders ruthlessly manage their time, energy, and resources in parallel. Everyone is on a virtual center stage with the whole world watching and reporting every move, leaders need to know how to be ruthless in a thoughtful way. This book shows you how to become that kind of leader, and how to adopt the habits, skills, and practices of some of the most successful business leaders of our time. You'll learn how to become sensibly selfish, how to spend your time and energy, and what issues to delegate or ignore so you can clear your slate to focus on what really matters to you. In a

world where rapid growth is the new norm, we have input overload. Leadership is much-lauded but commonly under-practiced in business today. This book is designed to help you shape your leadership to drive business growth, get you promoted faster, and create a life that you love. Recover your time and energy away from black holes Focus on the factors that really impact your business Identify and build the all-star team you need tomorrow—today Create magnetic support and followership Learn the secret to pulling ahead of the competition With all the boardroom handwringing about products, the new consumer, and financial results, it's easy to get sucked into issues that ultimately have only a granular effect on real growth. Thoughtfully Ruthless leadership differentiates remarkable leaders and companies. This book provides a model for growth-oriented leadership, and lays out the essential practices you should start today. "It's not often you can pick up a book about leadership and be drawn into its page in a manner both entertaining and instructive. If you are a student of leadership, I highly recommend this book as well as taking part in its helpful journey."-Gary M. Domencia, President and CEO, General Code"In Doug's fresh, enjoyable story, an insightful equation for organizational leadership unravels through the dialog of unlikely protagonist. If you lead a team, function or business, you will laugh, learn, and devour this book!"-Dan Heffernan, Chief Sales Officer, Dale Carnegie TrainingExponential Leadership is a business novel - it follows the journey of a senior leader as he learns that leadership can be considered from an analytical or a quantitative perspective. Many senior leaders consider leadership to be something amorphous; here we learn that by gradually building a strong, workable formula we can apply this process to our everyday business lives to generate powerful, impactful results within our organizations. A common theme across all of Doug Johnston's work is converting the focus of our thinking from short-term results to long-term impact. This book is a heart string in his personal journey to attain such lasting impact for himself and spread the same message to others.

This book takes its inspiration from the potential that the Xponential 21st Century offers to any company or individual that wants to grow their business faster. Namely, it is applicable for: 1. Established companies that need to make a shift from past business practices and successfully embrace innovation, Xponential growth and in general, the potential of the 21st Century;2. Start-ups that are struggling to scale their business and need inspiration and strategy to scale faster;3. Anyone who is interested about how to grow a business faster or create Xponential growth in the 21st Century.Xponential Growth is full of inspiring, real world examples of what is changing in the 21st Century; how leaders have disrupted industries or created totally new markets and/or expanded boundaries of industries. Xponential Growth guides you step-by-step to create Xponential growth for your company. What you will learn:* WHY we live in times of Xponential growth; * WHAT is the mindset of growth & abundance and WHY it is possible to achieve improvement and/or growth of 10X or more instead of just

10% or 30%;* HOW to leverage technologies that are already growing Xponentially to create Xponentially-growing businesses or become Xponentially more efficient; * HOW to design digital business models enabling Xponential growth; * HOW to find and implement new pathways of growth, resulting in Xponential growth.After a 30-year career in innovation and leadership roles with multinational corporations and start-ups in various stages (founding, incubating and scaling), the subject of growth has always been part of my life. The book explains why and what is happening in innovation in the 21st Century, how to analyse existing businesses, which innovation approaches to use, how to find pathways/options to grow and finally decide which pathways to use and how to execute them to create exponential growth. A lot of times, asking the right questions is essential for success, and this book has a wealth of questions to support your growth. It includes a lot of examples to understand the "how-to", and it follows a step-by-step approach to apply it to your business! Wishing you a lot of success in your journey with innovation and Xponential growth.

Former Procter & Gamble Vice President for IT and Shared Services, Tony Saldanha gives you the keys to a successful digital transformation: a proven five-stage model and a disciplined process for executing it. Digital transformation is more important than ever now that we're in the Fourth Industrial Revolution, where the lines between the physical, digital, and biological worlds are becoming ever more blurred. But fully 70 percent of digital transformations fail. Why? Tony Saldanha, a globally awarded industry thought-leader who led operations around the world and major digital changes at Procter & Gamble, discovered it's not due to innovation or technological problems. Rather, the devil is in the details: a lack of clear goals and a disciplined process for achieving them. In this book, Saldanha lays out a five-stage process for moving from digitally automating processes here and there to making digital technology the very backbone of your company. For each of these five stages, Saldanha describes two associated disciplines vital to the success of that stage and a checklist of questions to keep you on track. You want to disrupt before you are disrupted—be the next Netflix, not the next Blockbuster. Using dozens of case studies and his own considerable experience, Saldanha shows how digital transformation can be made routinely successful, and instead of representing an existential threat, it will become the opportunity of a lifetime.

• New York Times bestseller • The 100 most substantive solutions to reverse global warming, based on meticulous research by leading scientists and policymakers around the world "At this point in time, the Drawdown book is exactly what is needed; a credible, conservative solution-by-solution narrative that we can do it. Reading it is an effective inoculation against the widespread perception of doom that humanity cannot and will not solve the climate crisis. Reported by-effects include increased determination and a sense of grounded hope." —Per Espen Stoknes, Author, What We Think About When We Try Not To Think About Global Warming "There's been no real way for ordinary people to

get an understanding of what they can do and what impact it can have. There remains no single, comprehensive, reliable compendium of carbon-reduction solutions across sectors. At least until now. . . . The public is hungry for this kind of practical wisdom." —David Roberts, Vox "This is the ideal environmental sciences textbook—only it is too interesting and inspiring to be called a textbook." —Peter Kareiva, Director of the Institute of the Environment and Sustainability, UCLA In the face of widespread fear and apathy, an international coalition of researchers, professionals, and scientists have come together to offer a set of realistic and bold solutions to climate change. One hundred techniques and practices are described here—some are well known; some you may have never heard of. They range from clean energy to educating girls in lower-income countries to land use practices that pull carbon out of the air. The solutions exist, are economically viable, and communities throughout the world are currently enacting them with skill and determination. If deployed collectively on a global scale over the next thirty years, they represent a credible path forward, not just to slow the earth's warming but to reach drawdown, that point in time when greenhouse gases in the atmosphere peak and begin to decline. These measures promise cascading benefits to human health, security, prosperity, and well-being—giving us every reason to see this planetary crisis as an opportunity to create a just and livable world.

Today's managers encounter tremendous resistance in getting others to buy-in to change. The ongoing rounds of downsizing and upheaval have taken their toll, leaving a legacy of skepticism. Therefore, managers must not only have ideas, but must be experts at "selling" the correct answers, information, and measurements to address issues of change.

Leading Exponential Change (second edition, May 2019) unveils the secrets of Enterprise Agility. The way companies manage change has undergone dramatic shifts, and organizations have tried to adapt to relentless market innovations by using artificial intelligence, Big Data, the Scrum Framework, increasingly connected people, and new mind-sets such as Agile or Lean. But all these approaches have only established disruptive change as a new, relentless reality. In Leading Exponential Change, world-renowned consultant Erich R. Bühler shares the secrets that differentiate truly remarkable companies from those that fail to adapt to today's constantly changing market conditions. During his years on the front lines, the author recognized that no two companies were the same—and that what worked in one enterprise might not work in another. He studied a wide range of organizations to determine the specific behaviors and mind-sets needed to embrace change. One thing became clear: human beings are not physiologically prepared for constant alterations in processes, roles, and ways of working. Realizing that a new approach was needed, Bühler developed a set of revolutionary principles and techniques to create responsive people and organizations that challenged traditional thinking (and many Agile concepts). Drawing on his experience as an international change consultant, the author

takes you deep into why companies struggle to adapt even when they have the right people. He also analyzes the reasons some consultants face endless obstacles and resistance to change while others succeed. This groundbreaking book offers new foundations to help company leaders, managers, Agile consultants, HR representatives, mentors, and scrum masters become skilled at helping others to influence change. Here readers find five types of Agility—including Mental Agility and how to increase it! Bühler also explains two game-changing frameworks for increasing adaptability to change: the ELSA framework, ideal for environments where people welcome change, and DeLTA, which helps manage change in companies with hostile work environments. Drawing from years of experience and employing an easy-to-follow approach, Bühler also addresses the differences between Agile and Enterprise/Business Agility, explores what happens to the brain during change, explains methods for improving innovation, and teaches important concepts about organizational psychology and the neuroscience of change. Between the first and second editions, Bühler traveled around the world interviewing change consultants from different countries and cultures to verify which of his techniques had a positive impact and which ones needed to be improved. Bolstered by this new data, the second edition of Leading Exponential Change is packed with new paradigms, practices, ready-to-use tools, and real-life stories from the author and other industry-revered consultants specializing in innovation, human resources, and coaching. Paperback and ebook editions are available in Spanish (Lidera el cambio exponencial) and Portuguese (Lidere a Mudança Exponencial), and this second edition is also available on audio for listening on the go.
Transform your organization into a constantly learning, ever-evolving industry leader with the proven operating model of leading global firms. For decades, leaders of large, complex organizations have been rightfully encouraged to run their organizations like lean, agile startups. More often than not, they place their bets on trends like digital transformation or design thinking. Well-intended, yet in isolation they are not enough. There's another, better way to drive durable, effective change in your organization, and it's been proven effective by global IT and business consulting leader Infosys. The Live Enterprise operating model provides a clear path to transform large complex businesses into agile, digital ecosystems that evolve with changing market needs and scale to any size. You'll learn how to apply the benefits of the startup operating model—but go much further. This groundbreaking guide addresses issues critical to transform large organizations, such as: Create an organizational structure that drives collaboration, innovation, strategic alignment, and new culture across distributed interconnected teams Respond quickly yet thoughtfully—and scientifically—to opportunities to create valuable new employee and customer experiences Reengineer your value chain to see what's missing, what can be improved, and what can be eliminated to generate exponential value Automate systems so routine decisions can be acted upon with maximum human intuition and minimum

human intervention Groundbreaking in theory and long-term strategy, this game-changing guide includes practical steps you can take now?for immediate, concrete results?while laying the groundwork to operate with agility in the future. The application of Live Enterprise enabled Infosys to make the kinds of changes during the COVID crisis to not only survive but drive outstanding financial results. Now, you can use this innovative approach to position your company for the highly unpredictable future ahead.

In the ever-changing world of business, we've arrived at a point where process has trumped culture, where the race toward efficiency has left us unable to reach our potential. Stuck in the land of status quo, we've forgotten how to think. The very structures put in place to help businesses grow are now holding us back;; it's time to Kill the Company. This book is a call to arms: to start a revolution in how we think and work. But instead of more one-size-fits-all change initiatives forced upon employees, we need to embrace small changes that create ripple effects throughout the organization. Lisa Bodell urges companies to move from "Zombies, Inc." to "Think, Inc." Thinking can no longer be exclusive to the creative team or lead strategists. A culture of curiosity must be fostered among the ranks to shake up our standard practices, from unproductive meetings to go-nowhere strategic planning. This revolution can and will awaken our ability to think, and ultimately, to innovate and grow.

Today's top business challenge is adapting to accelerating technological change. We are in the early stages of the Fourth Industrial Revolution, characterized by the convergence of new exponentially advancing technologies that blur the lines between physical, digital and biological realms. The results are a complete uprooting of industries the world over as entire production, management, and governance systems are impacted. The best-selling book Exponential Organizations by Salim Ismail explained why we are seeing the emergence of a new kind of organization—the Exponential Organization—that thrives in the face of industry disruption and achieves its own exponential growth. Since the release of Exponential Organizations in 2014, Salim Ismail, Francisco Palao, and Michelle Lapierre have been working with leading organizations around the world (including Procter & Gamble, Unilever, Visa, Stanley Black & Decker and Hewlett Packard) to help them apply Exponential Organization principles to avoid being disrupted and to take the lead in disrupting their own and other industries. The result is a ten-week process called the ExO Sprint that speeds up transformation while blocking the natural immune system response that organizations must overcome in order to successfully transform themselves. Salim's first bestseller was focused on why Exponential Organizations exist today. Exponential Transformation is a detailed handbook for applying Exponential Organization principles, giving individuals and organizations a step-by-step approach to follow to become their own ExO.

Based on unprecedented access to the corporation's archives, The Intel Trinity is the first full history of Intel Corporation—the essential company of the digital age— told through the lives of the three most important figures in the company's history: Robert Noyce, Gordon Moore, and Andy Grove. Often hailed the "most important company in the world," Intel remains, more than four decades after its inception, a defining

company of the global digital economy. The legendary inventors of the microprocessor-the single most important product in the modern world-Intel today builds the tiny "engines" that power almost every intelligent electronic device on the planet. But the true story of Intel is the human story of the trio of geniuses behind it. Michael S. Malone reveals how each brought different things to Intel, and at different times. Noyce, the most respected high tech figure of his generation, brought credibility (and money) to the company's founding; Moore made Intel the world's technological leader; and Grove, has relentlessly driven the company to ever-higher levels of success and competitiveness. Without any one of these figures, Intel would never have achieved its historic success; with them, Intel made possible the personal computer, Internet, telecommunications, and the personal electronics revolutions. The Intel Trinity is not just the story of Intel's legendary past; it also offers an analysis of the formidable challenges that lie ahead as the company struggles to maintain its dominance, its culture, and its legacy. With eight pages of black-and-white photos.

A history of Hewlett-Packard chronicles the efforts of its Stanford graduate founders to build their first product in a small California garage through its rise to a legendary Silicon Valley company, in an account that credits the company's objectives, employee trust, and firm self-appraisals with enabling its successes.

Wall Street Journal, USA Today, and Publishers Weekly bestseller The prospect of living to 200 years old isn't science fiction anymore. A leader in the emerging field of longevity offers his perspective on what cutting-edge breakthroughs are on the horizon, as well as the practical steps we can take now to live healthily to 100 and beyond. In The Science and Technology of Growing Young, industry investor and insider Sergey Young demystifies the longevity landscape, cutting through the hype and showing readers what they can do now to live better for longer, and offering a look into the exciting possibilities that await us. By viewing aging as a condition that can be cured, we can dramatically revolutionize the field of longevity and make it accessible for everyone. Join Sergey as he gathers insights from world-leading health entrepreneurs, scientists, doctors, and inventors, providing a comprehensive look into the future of longevity in two horizons: • The Near Horizon of Longevity identifies the technological developments that will allow us to live to 150—some of which are already in use—from AI-based diagnostics to gene editing and organ regeneration. • The Far Horizon of Longevity offers a tour of the future of age reversal, and the exciting technologies that will allow us to live healthily to 200, from Internet of Bodies to digital avatars to AI-brain integration. In a bonus chapter, Sergey also showcases 10 longevity choices that we already know and can easily implement to live to 100, distilling the science behind diet, exercise, sleep, mental health, and our environments into attainable habits and lifestyle hacks that anyone can adopt to vastly improve their lives and workplaces. Combining practical advice with an incredible overview of the brave new world to come, The Science and Technology of Growing Young redefines what it means to be human and to grow young.

"Every VC is chasing a unicorn-those billion dollar companies that fundamentally change their industries, and every entrepreneur certainly wants to become one. For Super Founders, author Ali Tamaseb gathered and analyzed 40,000 data points about the 200+ unicorns founded since 2005 and found out what these billion dollar companies and their founders actually looked like. And you'll be surprised by what he

discovered. Half of unicorn founders are over 35. Most founders don't have any directly relevant work experience in the industry they're disrupting. There's no disadvantage to being a solo founder. Sixty percent of billion dollar companies are started by repeat entrepreneurs, many of whom already have at least one $50M+ exit under their belt. And over half of unicorns were competing with multiple incumbents at the time of their founding. What we thought we knew about these companies doesn't turn out to be true, which has serious implications for both the kinds of startups that get funding and the for the kinds of people who decide to start companies in the first place. Super Founders gives readers an unprecedented look not just at what the data tells us about the world's most successful startups and the people who create them, but also at those companies and founders themselves, many of which are not well-known among the general public. A blend of data, analysis, stories and exclusive interviews, the book is a paradigm-shifting guide for entrepreneurs and the investment community. You may look more like a Super Founder than you think!"--

World-renowned economist Klaus Schwab, Founder and Executive Chairman of the World Economic Forum, explains that we have an opportunity to shape the fourth industrial revolution, which will fundamentally alter how we live and work. Schwab argues that this revolution is different in scale, scope and complexity from any that have come before. Characterized by a range of new technologies that are fusing the physical, digital and biological worlds, the developments are affecting all disciplines, economies, industries and governments, and even challenging ideas about what it means to be human. Artificial intelligence is already all around us, from supercomputers, drones and virtual assistants to 3D printing, DNA sequencing, smart thermostats, wearable sensors and microchips smaller than a grain of sand. But this is just the beginning: nanomaterials 200 times stronger than steel and a million times thinner than a strand of hair and the first transplant of a 3D printed liver are already in development. Imagine "smart factories" in which global systems of manufacturing are coordinated virtually, or implantable mobile phones made of biosynthetic materials. The fourth industrial revolution, says Schwab, is more significant, and its ramifications more profound, than in any prior period of human history. He outlines the key technologies driving this revolution and discusses the major impacts expected on government, business, civil society and individuals. Schwab also offers bold ideas on how to harness these changes and shape a better future--one in which technology empowers people rather than replaces them; progress serves society rather than disrupts it; and in which innovators respect moral and ethical boundaries rather than cross them. We all have the opportunity to contribute to developing new frameworks that advance progress.

Exponential Organizations: Why New Organizations Are Ten Times Better, Faster, and Cheaper Than Yours (and What to Do about It)

The authors document how four forces--exponential technologies, the DIY innovator, the Technophilanthropist, and the Rising Billion--are conspiring to solve our biggest problems. "Abundance" establishes hard targets for change and lays out a strategic roadmap for governments, industry and entrepreneurs, giving us plenty of reason for optimism.

A practical handbook for using Exponential Organization to transform your organization—and disrupt your industry—in 10 weeks Today's top business challenge is adapting to accelerating technological and global change. In his

bestselling book Exponential Organizations, author Salim Ismail described a new type of organization that thrives amidst industry disruption. Since then, he has helped organizations disrupt their own industries—by applying Exponential Organization (ExO) principles. From this work emerged the 10-week transformation process explained in this book, called the ExO Sprint. Exponential Transformation is the detailed implementation handbook for becoming an Exponential Organization. The book enables organizations to speed up their transformation and overcome the obstacles to success. Lead a 10-week ExO Sprint Evolve in order to navigate industry disruption Become an Exponential Organization Block the immune-system response of organizations during transformation Companies such as Visa, Procter & Gamble, HP, and Black & Decker have already benefited from ExO process. Exponential Transformation is a must-have resource for participants of any ExO Sprint, as well as those seeking to apply Exponential principles in their organizations.

Expert guidance on how to grow innovation and optimize already-successful areas of established organizations Transforming Legacy Organizations provides real-world advice and research-based information on how to grow innovation by employing new technologies, improving processes, and establishing a culture of creativity and forward momentum. Conventional business wisdom views innovation as the biggest advantage startups have over large, established organizations, often referred to as legacy organizations. This belief is false, especially when considering that 70% of all startups fail within 20 months of their first venture round. The truth is innovation initiatives of legacy organizations have far better chances of succeeding. Organizations with superior resources—money, customers, suppliers, data, employees, infrastructure—can overcome challenges from new entrepreneurial ventures: knowing how to leverage their underutilized advantage is key for achieving sustained, long-term innovation success. Author Kris Oestergaard has been teaching established organizations around the world for over 15 years. Transforming Legacy Organizations illustrates how to best pursue innovation to create future success. This book helps leaders to: Incorporate proven strategies and research-based information into your organization's overall innovation initiatives Use new technologies to improve processes and increase innovation Learn to capitalize on your organization's existing resources to beat startups at their own game Transform innovative concepts into specific products, services, and business models Reinvent your organization to overcome disruptions in the market and challenges from new competitors Transforming Legacy Organizations: Turn your Established Business into an Innovation Champion to Win the Future is a valuable resource for leaders of established companies such as C-Suite executives, senior managers, and heads of business development, innovation, and digital teams.

"This timely book reminds us that innovation is agnostic about where it's created." —Satya Nadella, CEO, Microsoft Over and over, we see big legacy businesses getting beaten to the punch by energetic little start-ups. It seems like

innovation can come from only the bottom up or from the outside in. But tech experts Vivek Wadwha and Ismail Amla are here to tell you that "big equals slow and stodgy" is a myth. Based on decades of experience working with both the world's leading brands and disruptive start-ups, this book explores the opportunity legacy companies have to create new markets, supercharge growth, and remake their businesses by combining the mindset and tool belt of start-ups with the benefits of incumbency: boatloads of customer data, decades of brand equity, robust distribution channels, enormous financial asserts, and more. Wadhwa and Amla go deeply into why the pace and dynamics of innovation have changed so dramatically in recent years and show how companies can overcome obstacles like the Eight Deadly Sins of Stasis. Equally important, they provide a playbook on how to use their insights in your own company, team, or career. This fast-paced, anecdote-rich story rethinks modern innovation—a book every manager, executive, and ambitious employee will want to read. The definitive leadership book on digital adaptation and solving major global crises. Engage the World Change the World Deep Learning has claimed the attention of educators and policymakers around the world. This book not only defines what deep learning is, but takes up the question of how to mobilize complex, whole-system change and transform learning for all students. Deep Learning is a global partnership that works to: transform the role of teachers to that of activators who design experiences that build global competencies using real-life problem solving; and supports schools, districts, and systems to shift practice and how to measure learning in authentic ways. This comprehensive strategy incorporates practical tools and processes to engage students, educators, and families in new partnerships and drive deep learning. Leveraging the metaphor Ori Brafman popularized in his NYT best-selling book, The Starfish and the Spider, Rob Wegner, Lance Ford, and Alan Hirsch show why the distributed structures of starfish organizations are uniquely fit to the church. They can function without a rigid central authority, and their regenerative abilities make them nimbler in reacting to external forces. Seeding starfish networks inside today's churches will prepare the church of tomorrow to be agile while still maintaining the necessary accountability to be effective. Rather than advocating the adoption of a starfish structure in place of the hierarchy of the spider, Wegner, Ford, and Hirsch emphasize the advantages of adapting the structure and order inherent in a spider organization toward a hybrid model--either a Spiderfish approach (leaning toward centralization) or a Starder approach (leaning toward decentralization). The Starfish and the Spirit is about creating a culture where church leaders view themselves as curators of a community on mission, not the source of certainty for every question and project. It is about creating a team of humble leaders "in the middle" of the church, not at the top--leaders who naturally reproduce multiple generations of leaders, from the middle out on mission. Imagine a church led by a team whose gifts and

talents are completely unleashed, enabling everyone to show up and step up with all they really are. The joy and vigor coming from the collective strength, intelligence, and skill in the community of leaders not only brings greater potency but better yields for your ministry as well. What would it be like to see this kind of healthy leadership reproduced into the second, third, and fourth generation, on multiple strands?

A bold vision about the ways companies will adapt and be reborn in a revolutionary world where business models implode and the search is on for what will work. . . . The fate of newspapers and the music industry is a harbinger of what awaits every company: an aging business model in its death throes as people finally wake up to the grim fact that their products and the way they deliver them are completely out of sync not only with what customers want but how they want it. But Michael Malone–the author who, when the Internet was still the domain of technical experts, enabled his readers to see clearly the opportunities of the then-emerging digital age–is back and once again making sense of a future just around the corner. Business considerations such as the wireless World Wide Web, billions of new consumers, and an entrepreneurial ethos are all converging. How a corporation is organized and how people will be managed and employed will change more quickly than anyone realizes. With technology poised to connect a billion new consumers from the most remote parts of the globe, corporations will enter a volatile economic era marked by unprecedented threats and opportunities. Survival will require companies to be "protean"–nimble shape-shifters able to change direction and identity in response to a rapidly evolving international marketplace. They must, in other words, act like perpetual entrepreneurial start-ups. In our Web 2.0 world "the future arrived yesterday," since the tools for success already exist and are the means for companies becoming protean. Malone provides remarkable insights into how this emerging corporate form will work and why it's the key to competitiveness. Find out: • Why the traditional CEO as master of the universe will be extinct. The CEO will be a chameleon, adapting management style and attitude to each company's constituency. • How to identify a core group of employees who will provide stability through their knowledge of the company's history, values, and culture. • How to effectively recruit, manage, and retain the best talent in an increasingly nontraditional, entrepreneurial, and peripatetic workforce. • Who stakeholders are, why they matter, and how they will extend beyond any comparable business organization to this point. • Why the rigid boundaries between for-profit and nonprofit ventures are likely to dissolve through alternate forms of value creation, resulting in hybrid enterprises. By embracing impermanence and becoming true shape-shifters, protean businesses will not only endure, they'll come to dominate large segments of the global economy. Provocative and pragmatic, The Future Arrived Yesterday is a dynamic blueprint for a tumultuous economic age.

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