

Harvard Business Review France No 3 Juin Juillet 2014 French

The decision to fortify northeastern France has usually been considered a tragic mistake, an example of bad planning and missed opportunities. Not so, says Judith M. Hughes, who provides a convincing view of how France's military and political leaders tried to safeguard their nation and why they failed. As critic Michael Hurst writes in The American Historical Review, "The trends of French interwar history are deftly carried through onto these pages with an unobtrusive lucidity and persuasiveness."

The best leaders know how to communicate clearly and persuasively. How do you stack up? If you read nothing else on communicating effectively, read these 10 articles. We've combed through hundreds of articles in the Harvard Business Review archive and selected the most important ones to help you express your ideas with clarity and impact—no matter what the situation. Leading experts such as Deborah Tannen, Jay Conger, and Nick Morgan provide the insights and advice you need to: Pitch your brilliant idea—successfully Connect with your audience Establish credibility Inspire others to carry out your vision Adapt to stakeholders' decision-making style Frame goals around common interests Build consensus and win support

NEW YORK TIMES BESTSELLER • World War II brings together six remarkable young flight nurses, who face the challenges of war and its many heartbreaks and victories as unsung heroes, in this inspiring novel from #1 New York Times bestselling author Danielle Steel. Audrey Parker's life changes forever when Pearl Harbor is attacked on December 7, 1941. Her brother, a talented young Navy pilot, had been stationed there, poised to fulfill their late father's distinguished legacy. Fresh out of nursing school with a passion and a born gift for helping others, both Audrey and her friend Lizzie suddenly find their nation on the brink of war. Driven to do whatever they can to serve, they enlist in the Army and embark on a new adventure as flight nurses. Risking their lives on perilous missions, they join the elite Medical Air Evacuation Transport Squadron and fly into enemy territory almost daily to rescue wounded soldiers from the battlefield. Audrey and Lizzie make enormous sacrifices to save lives alongside an extraordinary group of nurses: Alex, who longs to make a difference in the world; Louise, a bright mind who faced racial prejudice growing up in the South; Pru, a selfless leader with a heart of gold; and Emma, whose confidence and grit push her to put everything on the line for her patients. Even knowing they will not achieve any rank and will receive little pay for their efforts, the "Flying Angels" will give their all in the fight for freedom. They serve as bravely and tirelessly as the men they rescue on the front lines, in daring airlifts, and are eternally bound by their loyalty to one another. Danielle Steel presents a sweeping, stunning tribute to these incredibly courageous women, inspiring symbols of bravery and valor. Reinvent your organization for the hybrid age. Hybrid work is here to stay—but what will it look like at your company? Organizations that mandate rigid, pre-pandemic policies of five days a week at the traditional,

co-located office may risk a mass exodus of talent. But designing a hybrid office that furthers your business goals while staying true to your culture will require experimentation and rigorous planning. Hybrid Workplace: The Insights You Need from Harvard Business Review will help you adopt technological, cultural, and management practices that will let you seize the benefits and avoid the pitfalls of the hybrid age. Business is changing. Will you adapt or be left behind? Get up to speed and deepen your understanding of the topics that are shaping your company's future with the Insights You Need from Harvard Business Review series. Featuring HBR's smartest thinking on fast-moving issues—blockchain, cybersecurity, AI, and more—each book provides the foundational introduction and practical case studies your organization needs to compete today and collects the best research, interviews, and analysis to get it ready for tomorrow. You can't afford to ignore how these issues will transform the landscape of business and society. The Insights You Need series will help you grasp these critical ideas—and prepare you and your company for the future.

Doing Agile Right

What It Takes To Be An Authentic Leader

The Heart of Business

a publishing history of the Encyclopédie, 1775-1800

Overcome Organizational Drag and Unleash Your Team's Productive Power

The Politics of French Military Preparation in the 1920's

The Business of Enlightenment

The one primer you need to develop your managerial and leadership skills. Whether you're a new manager or looking to have more influence in your current management role, the challenges you face come in all shapes and sizes—a direct report's anxious questions, your boss's last-minute assignment of an important presentation, or a blank business case staring you in the face. To reach your full potential in these situations, you need to master a new set of business and personal skills. Packed with step-by-step advice and wisdom from Harvard Business Review's management archive, the HBR Manager's Handbook provides best practices on topics from understanding key financial statements and the fundamentals of strategy to emotional intelligence and building your employees' trust. The book's brief sections allow you to home in quickly on the solutions you need right away—or take a deeper dive if you need more context. Keep this comprehensive guide with you throughout your career and be a more impactful leader in your organization. In the HBR Manager's Handbook you'll find: - Step-by-step guidance through common managerial tasks - Short sections and chapters that you can turn to quickly as a need arises

- Self-assessments throughout - Exercises and templates to help you practice and apply the concepts in the book - Concise explanations of the latest research and thinking on important management skills from Harvard Business Review experts such as Dan Goleman, Clayton Christensen, John Kotter, and Michael Porter - Real-life stories from working managers - Recaps and action items at the end of each chapter that allow you to reinforce or review the ideas quickly

The skills covered in the book include: - Transitioning into a leadership role - Building trust and credibility - Developing emotional intelligence - Becoming a person of influence - Developing yourself as a leader - Giving effective feedback - Leading teams - Fostering creativity - Mastering the basics of strategy - Learning to use financial tools - Developing a business case

As established markets become less profitable, companies increasingly need to find ways to create and capture new markets. Despite much investment and commitment, most firms struggle to do this. What, exactly, is getting in their way? The authors of the best-selling book *Blue Ocean Strategy* have spent over a decade exploring that question. They have seen that the trouble lies in managers' mental models--ingrained assumptions and theories about the way the world works. Though these models may work perfectly well in mature markets, they undermine executives' attempts to discover uncontested new spaces with ample potential (blue oceans) and keep companies firmly anchored in existing spaces where competition is bloody (red oceans). This article describes how to break free of these red ocean traps. To do that, managers need to: (1) Focus on attracting new customers, not pleasing current customers; (2) Worry less about segmentation and more about what different segments have in common; (3) Understand that market creation is not synonymous with either technological innovation or creative destruction; and (4) Stop focusing on premium versus low-cost strategies. The Harvard Business Review Classics series offers you the opportunity to make seminal Harvard Business Review articles a part of your permanent management library. Each highly readable volume contains a groundbreaking idea that continues to shape best practices and inspire countless managers around the world--and will have a direct impact on you today and for years to come.

A trio of experts on high-tech business strategy and innovation reveal the principles that have made platform businesses the most valuable firms in the world and the first trillion-dollar companies. Managers and entrepreneurs in the digital era must learn to live in two worlds—the conventional economy and the platform economy. Platforms that operate for business purposes usually exist at the level of an industry or ecosystem, bringing together individuals and organizations so they can innovate and interact in ways not otherwise possible. Platforms create economic value far beyond what we see in conventional companies. *The Business of Platforms* is an invaluable, in-depth look at platform strategy and digital innovation. Cusumano, Gawer, and Yoffie address how a small number of companies have come to exert extraordinary influence over every dimension of our personal, professional, and political lives. They explain how these new entities differ from the powerful corporations of the past. They also question whether there are limits to the market dominance and expansion of these digital juggernauts. Finally, they discuss the role governments should play in rethinking data privacy laws, antitrust, and other regulations that could reign in abuses from these powerful businesses. Their goal is to help managers and entrepreneurs build platform businesses that can stand the test of time and win their share of battles with both digital and conventional competitors. As experts who have studied and worked with these firms for some thirty years, this book is the most authoritative and timely investigation yet of the powerful economic and technological forces that make platform businesses, from Amazon and Apple to Microsoft, Facebook, and Google—all dominant players in shaping the global economy, the future of work, and the political world we now face.

The New York Times bestseller Shortlisted for the 2020 Financial Times & McKinsey Business Book of the Year Netflix cofounder Reed Hastings reveals for the first time the unorthodox culture behind one of the world's most innovative, imaginative, and successful companies There has never before been a company like Netflix. It has led nothing short of a revolution in the entertainment industries, generating billions of dollars in annual revenue while capturing the imaginations of hundreds of

millions of people in over 190 countries. But to reach these great heights, Netflix, which launched in 1998 as an online DVD rental service, has had to reinvent itself over and over again. This type of unprecedented flexibility would have been impossible without the counterintuitive and radical management principles that cofounder Reed Hastings established from the very beginning. Hastings rejected the conventional wisdom under which other companies operate and defied tradition to instead build a culture focused on freedom and responsibility, one that has allowed Netflix to adapt and innovate as the needs of its members and the world have simultaneously transformed. Hastings set new standards, valuing people over process, emphasizing innovation over efficiency, and giving employees context, not controls. At Netflix, there are no vacation or expense policies. At Netflix, adequate performance gets a generous severance, and hard work is irrelevant. At Netflix, you don't try to please your boss, you give candid feedback instead. At Netflix, employees don't need approval, and the company pays top of market. When Hastings and his team first devised these unorthodox principles, the implications were unknown and untested. But in just a short period, their methods led to unparalleled speed and boldness, as Netflix quickly became one of the most loved brands in the world. Here for the first time, Hastings and Erin Meyer, bestselling author of *The Culture Map* and one of the world's most influential business thinkers, dive deep into the controversial ideologies at the heart of the Netflix psyche, which have generated results that are the envy of the business world. Drawing on hundreds of interviews with current and past Netflix employees from around the globe and never-before-told stories of trial and error from Hastings's own career, *No Rules Rules* is the fascinating and untold account of the philosophy behind one of the world's most innovative, imaginative, and successful companies.

The Business of Platforms

To the Maginot Line

The Harvard Business Review Leader's Handbook

Management in France

StandOut 2.0

The No Asshole Rule

Getting to Yes

Is your company ready for the next wave of analytics? Data analytics offer the opportunity to predict the future, use advanced technologies, and gain valuable insights about your business. But unless you're staying on top of the latest developments, your company is wasting that potential--and your competitors will be gaining speed while you fall behind. Strategic Analytics: The Insights You Need from Harvard Business Review will provide you with today's essential thinking about what data analytics are capable of, what critical talents your company needs to reap their benefits, and how to adopt analytics throughout your organization--before it's too late. Business is changing. Will you adapt or be left behind? Get up to speed and deepen your understanding of the topics that are shaping your company's future with the Insights You Need from Harvard Business Review series. Featuring HBR's smartest thinking on fast-moving issues--blockchain, cybersecurity, AI, and more--each book provides the foundational introduction and practical case studies your organization needs to compete today and collects the best research, interviews, and analysis to get it ready for tomorrow. You can't afford to ignore how these issues will transform the landscape of business and society. The Insights You Need series will help you grasp these critical ideas--and prepare you and your company for the future. Quick, practical management advice from Harvard Business Review to help you do your job better. Drawing from HBR's popular Management Tip of the Day newsletter, this concise, handy guide is packed with easy-to-read tips on a broad range of topics, organized into three major skills every manager must master: Managing yourself Managing your team Managing your business Management Tips 2: From Harvard Business Review puts the best management practices and insights, from top thinkers in the field, right at your fingertips. Pick it up any time you have a few minutes to spare, and you'll have a fresh, powerful idea you can immediately put into action. With this handy book as your guide, you'll stand the best chance of succeeding in your role as a manager.

You want the most important ideas on management all in one place. Now you can have them--in a set of HBR's 10 Must Reads. We've combed through hundreds of Harvard Business Review articles on strategy, change leadership, managing people, and managing yourself and selected the most important ones to help you maximize your performance. This six-title collection includes only the most critical articles from the world's top management experts, curated from Harvard Business Review's rich archives. We've done the work of selecting them so you won't have to. These books are packed with enduring advice from the

best minds in business such as: Michael Porter, Clayton Christensen, Peter Drucker, John Kotter, Daniel Goleman, Jim Collins, Ted Levitt, Gary Hamel, W. Chan Kim, Renée Mauborgne and much more. The HBR's 10 Must Reads Boxed Set includes: HBR's 10 Must Reads: The Essentials This book brings together the best thinking from management's most influential experts. Once you've read these definitive articles, you can delve into each core topic the series explores: managing yourself, managing people, leadership, strategy, and change management. HBR's 10 Must Reads on Managing Yourself The path to your professional success starts with a critical look in the mirror. Here's how to stay engaged throughout your 50-year work life, tap into your deepest values, solicit candid feedback, replenish your physical and mental energy, and rebound from tough times. This book includes the bonus article "How Will You Measure Your Life?" by Clayton M. Christensen. HBR's 10 Must Reads on Managing People Managing your employees is fraught with challenges, even if you're a seasoned pro. Boost their performance by tailoring your management styles to their temperaments, motivating with responsibility rather than money, and fostering trust through solicited input. This book includes the bonus article "Leadership That Gets Results," by Daniel Goleman. HBR's 10 Must Reads on Leadership Are you an extraordinary leader—or just a good manager? Learn how to motivate others to excel, build your team's confidence, set direction, encourage smart risk-taking, credit others for your success, and draw strength from adversity. This book includes the bonus article "What Makes an Effective Executive," by Peter F. Drucker. HBR's 10 Must Reads on Strategy Is your company spending too much time on strategy development, with too little to show for it? Discover what it takes to distinguish your company from rivals, clarify what it will (and won't) do, create blue oceans of uncontested market space, and make your priorities explicit so employees can realize your vision. This book includes the bonus article "What Is Strategy?" by Michael E. Porter. HBR's 10 Must Reads on Change Management Most companies' change initiatives fail—but yours can beat the odds. Learn how to overcome addiction to the status quo, establish a sense of urgency, mobilize commitment and resources, silence naysayers, minimize the pain of change, and motivate change even when business is good. This book includes the bonus article "Leading Change," by John P. Kotter.

About the HBR's 10 Must Reads Series: HBR's 10 Must Reads series is the definitive collection of ideas and best practices for aspiring and experienced leaders alike. These books offer essential reading selected from the pages of Harvard Business Review on topics critical to the success of every manager. Each

book is packed with advice and inspiration from the best minds in business.

*A great book about an even greater book is a rare event in publishing. Darnton's history of the Encyclopedie is such an occasion. The author explores some fascinating territory in the French genre of *histoire du livre*, and at the same time he tracks the diffusion of Enlightenment ideas. He is concerned with the form of the thought of the great philosophes as it materialized into books and with the way books were made and distributed in the business of publishing. This is cultural history on a broad scale, a history of the process of civilization. In tracing the publishing story of Diderot's Encyclopedie, Darnton uses new sources--the papers of eighteenth-century publishers--that allow him to respond firmly to a set of problems long vexing historians. He shows how the material basis of literature and the technology of its production affected the substance and diffusion of ideas. He fully explores the workings of the literary market place, including the roles of publishers, book dealers, traveling salesmen, and other intermediaries in cultural communication. How publishing functioned as a business, and how it fit into the political as well as the economic systems of prerevolutionary Europe are set forth. The making of books touched on this vast range of activities because books were products of artisanal labor, objects of economic exchange, vehicles of ideas, and elements in political and religious conflict. The ways ideas traveled in early modern Europe, the level of penetration of Enlightenment ideas in the society of the Old Regime, and the connections between the Enlightenment and the French Revolution are brilliantly treated by Darnton. In doing so he unearths a double paradox. It was the upper orders in society rather than the industrial bourgeoisie or the lower classes that first shook off archaic beliefs and took up Enlightenment ideas. And the state, which initially had suppressed those ideas, ultimately came to favor them. Yet at this high point in the diffusion and legitimation of the Enlightenment, the French Revolution erupted, destroying the social and political order in which the Enlightenment had flourished. Never again will the contours of the Enlightenment be drawn without reference to this work. Darnton has written an indispensable book for historians of modern Europe.*

HBR's 10 Must Reads on Communication (with featured article "The Necessary Art of Persuasion," by Jay A. Conger)

Negotiating Agreement Without Giving in
The 17 Skills Leaders Need to Stand Out
The Pasteurization of France
The Village of Cannibals

How to Adapt Your Behavior Across Cultures without Losing Yourself in the Process

Hybrid Workplace: The Insights You Need from Harvard Business Review

Describes a method of negotiation that isolates problems, focuses on interests, creates new options, and uses objective criteria to help two parties reach an agreement
Stop pushing products--and start cultivating customer relationships. If you need the best practices and ideas for marketing today--but don't have time to find them--this book is for you. Here are 10 inspiring and useful perspectives, all in one place. This collection of HBR articles will help you: - Figure out what business you're really in - Collaborate with customers to meet current and future needs - Create products that perform the jobs people need to get done - Get a bird's-eye view of your brands' strengths and weaknesses - Tap a market that's larger than China and India combined - Deliver superior value to your B2B customers - End the war between sales and marketing

"The finest one-volume life of de Gaulle in English." —Richard Norton Smith, Wall Street Journal In a definitive biography of the mythic general who refused to accept Nazi domination of France, Julian Jackson captures this titanic figure as never before. Drawing on unpublished letters, memoirs, and resources of the recently opened de Gaulle archive, he shows how this volatile visionary put a broken France back at the center of world affairs.

Rethink how your organization creates, delivers, and captures value--or risk becoming irrelevant. If you read nothing else on business model innovation, read these 10 articles. We've combed through hundreds of Harvard Business Review articles and selected the most important ones to help you reach new customers and stay ahead of your competitors by reinventing your business model. This book will inspire you to:
Assess whether your core business model is going strong or running out of gas
Fend off free and discount entrants to your market
Reinvigorate growth by adding a second business model
Adopt the practices of lean startups
Develop a platform around your key products
Make business model innovation an ongoing discipline within your organization
This collection of articles includes "Why Business Models Matter," by Joan Magretta; "Reinventing Your Business Model," by Mark W. Johnson, Clayton M. Christensen, and Henning Kagermann; "When Your Business Model Is in Trouble," an interview with Rita Gunther McGrath by Sarah Cliffe; "Four Paths to Business Model Innovation," by Karan Girotra and Serguei Netessine; "The Transformative Business Model," by Stelios Kavadias, Kostas Ladas, and Christoph Loch; "Competing Against Free," by David J. Bryce, Jeffrey H. Dyer, and Nile W. Hatch; "Why the Lean Start-Up Changes Everything," by Steve Blank; "Finding the Platform in Your Product," by Andrei Hagiu and Elizabeth J. Altman; "Pipelines, Platforms, and the New Rules of Strategy," by Marshall W. Van Alstyne, Geoffrey G. Parker, and Sangeet Paul Choudary; "When One Business Model Isn't Enough," by Ramon Casadesus-Masanell and Jorge Tarzijan; and "Reaching the Rich World's Poorest Consumers," by Muhammad Yunus, Frederic Dalsace, David Menasce, and Benedicte Faivre-Tavignot. HBR's 10 Must Reads paperback series is the definitive collection of books for new and experienced leaders alike. Leaders looking for the inspiration that big ideas provide, both to accelerate their own growth and that of their companies, should look no further. HBR's

10 Must Reads series focuses on the core topics that every ambitious manager needs to know: leadership, strategy, change, managing people, and managing yourself. Harvard Business Review has sorted through hundreds of articles and selected only the most essential reading on each topic. Each title includes timeless advice that will be relevant regardless of an ever-changing business environment.

Time, Talent, Energy

The Vichy Crisis and the Fate of the Anglo-American Alliance

HBR's 10 Must Reads on Business Model Innovation (with featured article "Reinventing Your Business Model" by Mark W. Johnson, Clayton M. Christensen, and Henning Kagermann)

HBR's 10 Must Reads Boxed Set (6 Books) (HBR's 10 Must Reads)

When France Fell

Harvard Business Review on Business Model Innovation

Make an Impact, Inspire Your Organization, and Get to the Next Level

Describes Pasteur's roles in improving health practices in France and identifies the other forces that helped implement his ideas about health care.

Why are some people a success at everything? Why do doors open for them wherever they go? The answer, Catherine Hakim shows, is the power of erotic capital: a magic combination of attractiveness and charisma that is at the heart of how we work, live and conduct our relationships. She reveals why erotic capital is just as influential as how rich, clever or well-connected you are in life - often more so. And how reading this book can help you boost your potential. 'Should be read out to young girls because it states that you can be a feminist, you can be strong and independent and clever, and you can wear a nice frock and high heels while you do this.' Bryony Gordon, Daily Telegraph 'Hakim is right: we are taught that beauty is the poor cousin of brains; we are hung up about flaunting it . . . Makes one see things differently.' Lucy Kellaway, Financial Times 'Forces us to rethink the way we respond to those female traits that have for centuries been dismissed as desirable, but essentially superfluous . . . her ideas are the most modern of modern.' The Times 'Provocative . . . controversial.' Economist

The Groundbreaking Strengths Assessment from the Leader of the Strengths Revolution In the years since the publication of First, Break All the Rules and Now, Discover Your Strengths, millions have come to the simple but powerful realization that to get the most out of people, you must build on their strengths. And yet, as Marcus Buckingham astutely points out, though the strengths-based approach is now conventional wisdom, the tools and systems inside

organizations—performance appraisals, training programs, and succession planning systems—remain stubbornly remedial and exclusively focused on measuring skills, finding gaps, and attempting to plug them. It's a crisis for individuals and organizations, with management ideas and everyday practice utterly out of sync. That's about to change. StandOut 2.0 is a revolutionary book and tool that enables you to identify your strengths, and those of your team, and act on them. The original edition of StandOut provided top-notch insights from one of the world's foremost authorities on strengths, as well as access to a powerful, cutting-edge online assessment tool. StandOut 2.0 also includes the assessment and a robust report on your most dominant strengths. The report is easily exported so you can use it to present the very best of yourself to your team and your company. StandOut 2.0 is your indispensable guide for building on your strengths to further your career—and help your team and organization win.

Examining the nature of management in France in a social and cultural context, this book looks at the position of French managers, their education and career development, formal work relations, business rituals and the changes that 1992 may bring. Case studies are also included.

Assess Your Strengths, Find Your Edge, Win at Work

Remix Strategy

The Three Laws of Business Combinations

Strategy in the Age of Digital Competition, Innovation, and Power

Harvard Business Review Guides Ultimate Boxed Set (16 Books)

Why Should Anyone Be Led by You?

A Novel

The definitive guide to working with -- and surviving -- bullies, creeps, jerks, tyrants, tormentors, despots, backstabbers, egomaniacs, and all the other assholes who do their best to destroy you at work. "What an asshole!" How many times have you said that about someone at work? You're not alone! In this groundbreaking book, Stanford University professor Robert I. Sutton builds on his acclaimed Harvard Business Review article to show you the best ways to deal with assholes...and why they can be so destructive to your company. Practical, compassionate, and in places downright funny, this guide offers: Strategies on how to pinpoint and eliminate negative influences for good Illuminating case histories from major organizations A self-diagnostic test and a program to identify and keep your own "inner jerk" from coming out The No Asshole Rule is

a New York Times, Wall Street Journal, USA Today and Business Week bestseller.

*This book reasserts the importance of the French Revolution to an understanding of the nature of modern European politics and social life. Livesey argues that the European model of democracy was created in the Revolution, a model with very specific commitments that differentiate it from Anglo-American liberal democracy. With *The Firm*, financial journalist Duff McDonald pulled back the curtain on consulting giant McKinsey & Company. In *The Golden Passport*, he reveals the inner works of a singular nexus of power, ambition, and influence: Harvard Business School. Harvard University still occupies a unique place in the public's imagination, but the Harvard Business School eclipsed its parent in terms of influence on modern society long ago. A Harvard degree guarantees respect. But a Harvard MBA near-guarantees entrance into Western capitalism's most powerful realm—the corner office. And because the School shapes the way its powerful graduates think, its influence extends well beyond their own lives. It affects the organizations they command, the economy they dominate, and society itself. Decisions and priorities at HBS touch every single one of us. Most people have a vague knowledge of the power of the HBS network, but few understand the dynamics that have made HBS an indestructible and dominant force for almost a century. Graduates of HBS share more than just an alma mater. They also share a way of thinking about how the world should work, and they have successfully molded the world to that vision—that is what truly binds them together. In addition to teasing out the essence of this exclusive, if not necessarily “secret” club, McDonald explores two important questions: Has the school failed at reaching the goal it set for itself—“the multiplication of men who will handle their current business problems in socially constructive ways?” Is HBS complicit in the moral failings of Western capitalism? At a time of soaring economic inequality and growing political unrest, this hard-hitting yet fair portrait offers a much-needed look at an institution that has had a profound influence not just in the world of business but on the shape of our society—and on all our lives.*

Robert Gildea's penetrating history of France during World War II sweeps aside the French Resistance of a thousand clichés. Gaining a true understanding of the Resistance means recognizing how its image has been carefully curated through a combination of French politics and pride, ever since jubilant crowds celebrated Paris's liberation in 1944.

How to Reshape Your Business for a Connected World
Harvard Business Review on Reinventing Your Marketing
Agile: The Insights You Need from Harvard Business Review
Fighters in the Shadows

The Harvard Business Review Manager's Handbook ***The Digital Enterprise*** ***No Rules Rules***

A Wall Street Journal Bestseller Named a Financial Times top title How to unleash "human magic" and achieve improbable results. Hubert Joly, former CEO of Best Buy and orchestrator of the retailer's spectacular turnaround, unveils his personal playbook for achieving extraordinary outcomes by putting people and purpose at the heart of business. Back in 2012, "Everyone thought we were going to die," says Joly. Eight years later, Best Buy was transformed as Joly and his team rebuilt the company into one of the nation's favorite employers, vastly increased customer satisfaction, and dramatically grew Best Buy's stock price. Joly and his team also succeeded in making Best Buy a leader in sustainability and innovation. In *The Heart of Business*, Joly shares the philosophy behind the resurgence of Best Buy: pursue a noble purpose, put people at the center of the business, create an environment where every employee can blossom, and treat profit as an outcome, not the goal. This approach is easy to understand, but putting it into practice is not so easy. It requires radically rethinking how we view work, how we define companies, how we motivate, and how we lead. In this book Joly shares memorable stories, lessons, and practical advice, all drawn from his own personal transformation from a hard-charging McKinsey consultant to a leader who believes in human magic. *The Heart of Business* is a timely guide for leaders ready to abandon old paradigms and lead with purpose and humanity. It shows how we can reinvent capitalism so that it contributes to a sustainable future.

“I wrote this book because I believe that there is a serious gap in what has been written and communicated about cross-cultural management and what people actually struggle with on the ground.” From the Introduction What does it mean to be a global worker and a true “citizen of the world” today? It goes beyond merely acknowledging cultural differences. In reality, it means you are able to adapt your behavior to conform to new cultural contexts without losing your authentic self in the process. Not only is this difficult, it’s a frightening prospect for most people and something completely outside their comfort zone. But managing and communicating with people from other cultures is an essential skill today. Most of us collaborate with teams across borders and cultures on a regular basis, whether we spend our time in the office or out on the road. What’s needed now is a critical new skill, something author Andy Molinsky calls global dexterity. In this book Molinsky offers the tools needed to simultaneously adapt behavior to new cultural contexts while staying authentic and grounded in your own natural style. Based on more than a decade of research, teaching, and consulting with managers and executives around the world, this book reveals an approach to adapting while feeling comfortable—an essential skill that enables you to switch behaviors and overcome the emotional and psychological challenges of doing so. From identifying and overcoming challenges to integrating what you learn into your everyday environment, Molinsky provides a guidebook—and mentoring—to raise your confidence and your profile. Practical, engaging, and refreshing, *Global Dexterity* will help you reach across cultures—and succeed in today’s global business environment.

How to Create Joint Value Alliances, partnerships, acquisitions, mergers, and joint ventures are no longer the exception in most businesses—they are part of the core strategy. As managers look to external partners for resources and capabilities, they need a practical roadmap to ensure that these relationships will create value for their firm. They must answer questions like these: Which business combinations do we need? How should we govern them? Will their results justify our investments? Benjamin Gomes-Casseres explains how companies create value by “remixing” resources with other companies. Based on decades of consulting and academic

research, Remix Strategy shows how three laws shape the success of any business combination:

- First Law: The combination must have the potential to create more value than the parties could create on their own. Which elements from each business need to be combined to create joint value?
- Second Law: The combination must be designed and managed to realize the joint value. Which partners best fit our strategic goals? How should we manage the integration?
- Third Law: The value earned by the parties must motivate them to contribute to the collaboration. How will we share the joint value created? Will the returns shift over time?

Supported by examples from a wide range of industries and companies, and filled with practical tools for applying the three laws, this book helps managers design and lead a coherent strategy for creating joint value with outside partners.

Powerful stories from the world's top CEOs to help prepare you for the hard decisions ahead. The essays in How I Did It teach and inspire. Pulled directly from the pages of one of the most popular columns in Harvard Business Review, these essays offer firsthand accounts of the most difficult management challenges faced by the men and women who occupy the corner office. It's the next best thing to sitting down and talking face-to-face with these corporate leaders. You'll hear from renowned global leaders including: Kevin Ryan, Gilt Groupe Mindy Grossman, HSN Kevin Plank, Under Armour Daniel P. Amos, Aflac Pramod Bhasin, Genpact Eric Schmidt, Google Ellen Kullman, DuPont Patrizio Bertelli, Prada Pierre Omidyar, Omidyar Network Jorge Cauz, Encyclopaedia Britannica Richard Gelfond, IMAX Let these potent stories of strategic thinking—and often bold and unconventional action—be your guide as you step into your own future as a leader.

How I Did It

Blue Ocean Leadership (Harvard Business Review Classics)

The Golden Passport

Management Tips 2

A New History of the French Resistance

De Gaulle

Building a Civilized Workplace and Surviving One That Isn't

In August 1870 in the French village of Hautefaye, a young nobleman, falsely accused of shouting republican slogans, was tortured for hours by a mob of peasants who later burned him alive. This book is a fascinating inquiry into the social and political ingredients of an alchemy that transformed ordinary people into brutal executioners.

The one primer you need to develop your leadership skills. Put aside all the overhyped new frameworks, the listicles, the "10 best things you need to succeed as a leader today." The critical leadership practices--the ones that will allow a leader to make the biggest impact over time--are well established. They're about how you create a vision and inspire others to follow it. How you make difficult strategic choices. How you lead innovation. How you get results. These fundamental skills are even more important today as organizations and teams become increasingly networked, virtual, agile, fast-moving, and socially

conscious. In this comprehensive handbook, strategy and change experts Ron Ashkenas and Brook Manville distill proven ideas and frameworks about leadership from Harvard Business Review, interviews with senior executives, and their own experience in the field--all to help rising leaders stand out and have a big impact. In the HBR Leader's Handbook you'll find: Concise explanations of proven leadership frameworks from Harvard Business Review contributors such as Clayton M. Christensen and Michael E. Porter In-depth case studies of senior leaders such as Jim Wolfensohn at the World Bank, Paula Kerger at PBS, Darren Walker at the Ford Foundation, and Jim Smith at Thomson Reuters Step-by-step guidance to help you understand and start implementing six core leadership practices: building a unifying vision, developing a strategy, getting great people on board, focusing on results, innovating for the future, and leading yourself

Smith explains how France abandoned merchant capitalism for the corporate enterprise that would come to dominate its economy and project influence around the globe. Opposing the view that French economic and business development was crippled by missed opportunities and entrepreneurial failures, he presents a story of considerable achievement. Too many companies are managed not by leaders, but by mere role players and faceless bureaucrats. What does it take to be a real leader—one who is confident in who she is and what she stands for, and who truly inspires people to achieve extraordinary results? Rob Goffee and Gareth Jones argue that leaders don't become great by aspiring to a list of universal character traits. Rather, effective leaders are authentic: they deploy individual strengths to engage followers' hearts, minds, and souls. They are skillful at consistently being themselves, even as they alter their behaviors to respond effectively in changing contexts. In this lively and practical book, Goffee and Jones draw from extensive research to reveal how to hone and deploy one's unique leadership assets while managing the inherent tensions at the heart of successful leadership: showing emotion and withholding it, getting close to followers while keeping distance, and maintaining individuality while "conforming enough." Underscoring the social nature of leadership, the book also explores how leaders can remain attuned to the needs and expectations of followers. Why

Should Anyone Be Led By You? will forever change how we view, develop, and practice the art of leadership, wherever we live and work.

Global Dexterity

Flying Angels

Leadership Principles for the Next Era of Capitalism

Honey Money

Netflix and the Culture of Reinvention

From Harvard Business Review

Strategic Analytics: The Insights You Need from Harvard Business Review

More than a buzzword, agile is a powerful business tool for all. To the uninitiated, agile is a software development and project management process involving white boards, colored Post-it Notes, and stand-up meetings. It may seem as though agile doesn't and won't ever apply to you. But agile is here to stay, and its benefits can be realized beyond IT and project management into other areas of your business. If you're a leader, it's worth exploring how your group can benefit from the higher productivity and morale agile brings. Agile: The Insights You Need from Harvard Business Review brings you today's most essential thinking on agile, from exploring the conditions under which agile is most effective and easiest to implement to reducing new-product development risk to bringing the most valuable products and features to market faster and more predictably. The lessons in this book will help you introduce agile into a broader range of activities and accelerate profitable growth for your company. Business is changing. Will you adapt or be left behind? Get up to speed and deepen your understanding of the topics that are shaping your company's future with the Insights You Need from Harvard Business Review series. Featuring HBR's smartest thinking on fast-moving issues--blockchain, cybersecurity, AI, and more--each book provides the foundational introduction and practical case studies your organization needs to compete today and collects the best research, interviews, and analysis to get it ready for tomorrow. You can't afford to ignore how these issues will transform the landscape of business and society. The Insights You Need series will help you grasp these critical ideas--and prepare you and your company for the future.

As outspoken in his day as Richard Dawkins or Christopher Hitchens are today, American freethinker and author ROBERT GREEN INGERSOLL (1833-1899) was a notorious radical whose uncompromising views on religion and slavery (they were bad, in his opinion), women's suffrage (a good idea, he believed), and other contentious matters of his era made him a wildly popular orator and critic of 19th-century American culture and public life. As a speaker dedicated to expanding intellectual horizons and celebrating the value of skepticism, Ingersoll spoke frequently on such topics as atheism, freedom from the pressures of conformity, and the lives of philosophers who espoused such concepts. This collection of his most famous speeches includes the lectures: ["The Gods" (1872) ["Humboldt" (1869) ["Thomas Paine" (1870) ["Individuality" (1873) ["Heretics and Heresies" (1874)

Agile has the power to transform work--but only if it's implemented the right way. For decades business leaders have been painfully aware of a huge chasm: They aspire to create nimble, flexible enterprises. But their day-to-day reality is silos, sluggish processes, and stalled innovation. Today, agile is hailed as the essential bridge across this chasm, with the potential to transform a company and catapult it to the head of the pack. Not so fast. In this clear-eyed, indispensable book, Bain & Company thought leader Darrell Rigby and his colleagues Sarah Elk and Steve Berez provide a much-needed reality check. They dispel the myths and misconceptions that have accompanied agile's rise to prominence--the idea that it can reshape

an organization all at once, for instance, or that it should be used in every function and for all types of work. They illustrate that agile teams can indeed be powerful, making people's jobs more rewarding and turbocharging innovation, but such results are possible only if the method is fully understood and implemented the right way. The key, they argue, is balance. Every organization must optimize and tightly control some of its operations, and at the same time innovate. Agile, done well, enables vigorous innovation without sacrificing the efficiency and reliability essential to traditional operations. The authors break down how agile really works, show what not to do, and explain the crucial importance of scaling agile properly in order to reap its full benefit. They then lay out a road map for leading the transition to a truly agile enterprise. Agile isn't a goal in itself; it's a means to becoming a high-performance operation. Doing Agile Right is a must-have guide for any company trying to make the transition--or trying to sustain high agility.

Ten years ago, world-renowned professors W. Chan Kim and Renee Mauborgne broke ground by introducing "blue ocean strategy," a new model for discovering uncontested markets that are ripe for growth. In this bound version of their bestselling Harvard Business Review classic article, they apply their concepts and tools to what is perhaps the greatest challenge of leadership: closing the gulf between the potential and the realized talent and energy of employees. Research indicates that this gulf is vast: According to Gallup, 70% of workers are disengaged from their jobs. If companies could find a way to convert them into engaged employees, the results could be transformative. The trouble is, managers lack a clear understanding of what changes they could make to bring out the best in everyone. In this article, Kim and Mauborgne offer a solution to that problem: a systematic approach to uncovering, at each level of the organization, which leadership acts and activities will inspire employees to give their all, and a process for getting managers throughout the company to start doing them. Blue ocean leadership works because the managers' "customers"--that is, the people managers oversee and report to--are involved in identifying what's effective and what isn't. Moreover, the approach doesn't require leaders to alter who they are, just to undertake a different set of tasks. And that kind of change is much easier to implement and track than changes to values and mind-sets. The Harvard Business Review Classics series offers you the opportunity to make seminal Harvard Business Review articles a part of your permanent management library. Each highly readable volume contains a groundbreaking idea that continues to shape best practices and inspire countless managers around the world--and will have a direct impact on you today and for years to come.

The Emergence of Modern Business Enterprise in France, 1800-1930

Making Democracy in the French Revolution

Harvard Business School, the Limits of Capitalism, and the Moral Failure of the MBA Elite

Lessons from the Front Lines of Business

Why Attractiveness is the Key to Success

Red Ocean Traps (Harvard Business Review Classics)

Rage and Murder in France, 1870

Shocked by the fall of France in 1940, panicked US leaders rushed to back the Vichy government—a fateful decision that nearly destroyed the Anglo–American alliance. According to US Secretary of War Henry Stimson, the “most shocking single event” of World War II was not the Japanese attack on Pearl Harbor, but rather the fall of France in spring 1940. Michael Neiberg offers a dramatic history of the American response—a policy marked by panic and moral ineptitude, which placed the United States in league with fascism and nearly ruined the alliance with Britain.

The successful Nazi invasion of France destabilized American planners' strategic assumptions. At home, the result was huge increases in defense spending, the advent of peacetime military conscription, and domestic spying to weed out potential fifth columnists. Abroad, the United States decided to work with Vichy France despite its pro-Nazi tendencies. The US–Vichy partnership, intended to buy time and temper the flames of war in Europe, severely strained Anglo–American relations. American leaders naively believed that they could woo men like Philippe Pétain, preventing France from becoming a formal German ally. The British, however, understood that Vichy was subservient to Nazi Germany and instead supported resistance figures such as Charles de Gaulle. After the war, the choice to back Vichy tainted US–French relations for decades. Our collective memory of World War II as a period of American strength overlooks the desperation and faulty decision making that drove US policy from 1940 to 1943. Tracing the key diplomatic and strategic moves of these formative years, When France Fell gives us a more nuanced and complete understanding of the war and of the global position the United States would occupy afterward.

Managing Your Scarcest Resources Business leaders know that the key to competitive success is smart management of scarce resources. That's why companies allocate their financial capital so carefully. But capital today is cheap and abundant, no longer a source of advantage. The truly scarce resources now are the time, the talent, and the energy of the people in your organization--resources that are too often squandered. There's plenty of advice about how to manage them, but most of it focuses on individual actions. What's really needed are organizational solutions that can unleash a company's full productive power and enable it to outpace competitors. Building off of the popular Harvard Business Review article "Your Scarcest Resource," Michael Mankins and Eric Garton, Bain & Company experts in organizational design and effectiveness, present new research into how you can liberate people's time, talent, and energy and unleash your organization's productive power. They identify the specific causes of organizational drag--the collection of institutional factors that slow things down, decrease output, and drain people's energy--and then offer a pragmatic framework for how managers can overcome it. With practical advice for using the framework and in-depth examples of how the best companies manage their people's time, talent, and energy with as much discipline as they do their financial capital, this book shows managers how to create a virtuous circle of high performance.

It takes more than a good product to keep a company successful--it takes a strong business model. In good times and bad, in established corporations and new startups, it's critically important to know when and how to innovate your business model. This collection of HBR articles shows you

how to plan and execute transformational growth in your business. The perfect gift for aspiring leaders: 16 volumes of HBR Guide. This 16-volume, specially priced boxed set makes a perfect gift for aspiring leaders looking for trusted advice on such diverse topics as data analytics, negotiating, business writing, and coaching. This set includes Persuasive Presentations, Better Business Writing, Finance Basics, Data Analytics, Building Your Business Case, Making Every Meeting Matter, Project Management, Emotional Intelligence, Getting the Right Work Done, Negotiating, Leading Teams, Coaching Employees, Performance Management, Delivering Effective Feedback, Dealing with Conflict, and Managing Up and Across. Arm yourself with the advice you need to succeed on the job, from the most trusted brand in business. Packed with how-to essentials from leading experts, the HBR Guides provide smart answers to your most pressing work challenges Also available as an ebook set.

Transformation Without Chaos