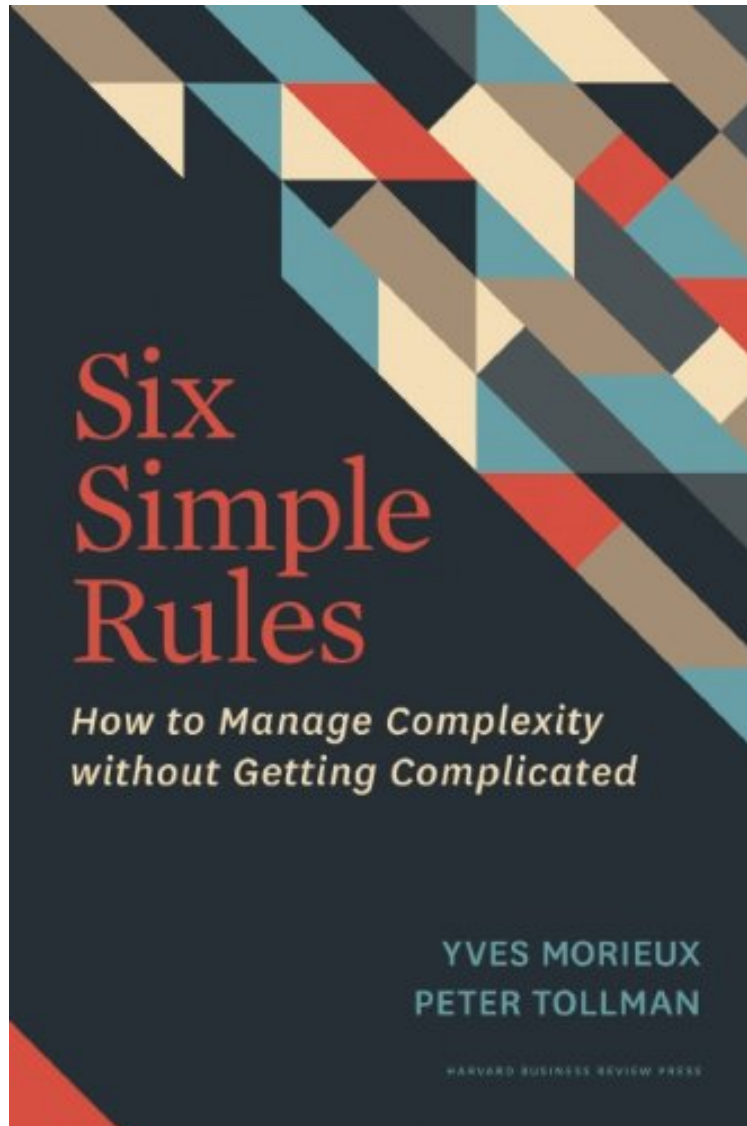


Six Simple Rules: How to Manage Complexity without Getting Complicated

Yves Morieux, Peter Tollman

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before purchasing it in order to gauge whether or not it would be worth my time, and all praised Six Simple Rules: How to Manage Complexity without Getting Complicated:

0 of 0 people found the following review helpful. Who knew complexity was so difficult? By Dr. Paul McGraw Complexity as a business problem wasn't on my radar screen. In healthcare, complexity is often assumed to be part of the agenda, both as a problem and as a solution. Viewing complexity as something to be minimized and

coming to understand ways of addressing it and the benefits thereof, was both an enlightening and refreshing view of the problems that confront us in all business (and a good bit of life in general). This is a stunningly valuable read for anyone who struggles with their company's goals, personnel, and chronic organizational problems. Unfortunately, fathoming out where unnecessary complexity lies sometimes take an advanced business degree, but once identified, this guide poses solutions that can be applied with thought and patience. 0 of 0 people found the following review helpful. The importance of autonomy and cooperation in organizations By Michael Porter Organizations seem to face an increasingly complex world and they have becoming more complicated to try to cope with their environment. This complication is not working. Organizations respond slower and more rigidly which is not making customers happier and is not making employees more engaged. One response is the call to simplify. This book takes the perspective that the complexity may be a source of opportunity, but the complication is just a cost. To cope with complexity, the best hope is to depend on the judgment of the organization's people and that requires giving them more autonomy to act. It also depends on those people to cooperate to utilize all of the organizations capabilities to cope with complex problems. Three "rules" address the issue of autonomy and three address the issue of cooperation. The book details some of the ways that more conventional approaches to management increase complication. It is this comparison that sets this book apart from those the books that advocate empowerment, collaboration, improved mind-sets and structures which a firmly rooted in either scientific or human relation schools of management. 0 of 0 people found the following review helpful. Great read By Fernando Paez Chapa The book challenges the general wisdom in HR to address the problems with either the hard approach (org.chart, metrics) or the soft approach (team building, feelings). It presents a new way to make organizations collaborate and thus more productive. The book as all BCG authors is with a clear structure and with examples.

New tools for managing complexity Does your organization manage complexity by making things more complicated? If so, you are not alone. According to The Boston Consulting Group's fascinating Complexity Index, business complexity has increased sixfold during the past sixty years. And, all the while, organizational complicatedness that is, the number of structures, processes, committees, decision-making forums, and systems has increased by a whopping factor of thirty-five. In their attempt to respond to the increasingly complex performance requirements they face, company leaders have created an organizational labyrinth that makes it more and more difficult to improve productivity and to pursue innovation. It also disengages and demotivates the workforce. Clearly it's time for leaders to stop trying to manage complexity with their traditional tools and instead better leverage employees' intelligence. This book shows you how and explains the implications for designing and leading organizations. The way to manage complexity, the authors argue, is neither with the hard solutions of another era nor with the soft solutions such as team building and feel-good people initiatives that often follow in their wake. Based on social sciences (notably economics, game theory, and organizational sociology) and The Boston Consulting Group's work with more than five hundred companies in more than forty countries and in various industries, authors Yves Morieux and Peter Tollman recommend six simple rules to manage complexity without getting complicated. Showing why the rules work and how to put them into practice, Morieux and Tollman give managers a much-needed tool to reinvigorate people in the face of seemingly endless complexity. Included are detailed examples from companies that have achieved a multiplicative effect on performance by using them. It's time to manage complexity better. Employ these six simple rules to foster autonomy and cooperation and to effectively handle business complexity. As a result, you will improve productivity, innovate more, reengage your workforce, and seize opportunities to create competitive advantage.