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# SCALINGUPEXCELLENCE

GETTING TO MORE WITHOUT SETTLING FOR LESS



ROBERT I. SUTTON / HUGGY RAO

# **Scaling Up Excellence**

**Yasheng Huang** 

#### **Scaling Up Excellence:**

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Sutton, Hayagreeva Rao, Huggy Rao, 2015-01-27 In Scaling Up Excellence bestselling author Bob Sutton and Stanford colleague Huggy Rao tackle the topic that obsesses businesses large and small from start ups to Fortune 500 companies how to scale up their businesses and spread excellence throughout the organizational culture Scaling Up Excellence: Getting to More Without Settling for Less (Blinkist Summary). Blinkist Blinkist, 2019 Summary: Scaling Up Excellence BusinessNews Publishing, 2015-07-01 The must read summary of Robert Sutton and Huggy Rao s book Scaling Up Excellence Getting to More Without Settling For Less This complete summary of the ideas from Robert Sutton and Huggy Rao s book Scaling Up Excellence shows you how you can look at a part of your organisation that is working well and get all the other parts to follow According to Sutton and Rao this can be difficult to scale up and implement but it is possible By following their seven mantras for scaling detailed in this summary you can make all parts of your business coherent Added value of this summary Save time Recognise the good aspects of your business and spread them to the other aspects Use the Seven Mantras of Scaling to successfully scale a part of your business To learn more read Scaling Up Excellence to learn how you can scale parts of your business successfully and **Scaling Up Excellence by Dr Robert I. Sutton**, 2015 Program Highlights Why what got you here is not what is going to get you there The solution to bad teams Cut them in half Why bad must be eradicated before good can spread Scaling is never quick and easy it takes daily dirty work to make it happen and even then it s a ground war that can go on for years Ultimately you can t win unless you scale up in excellence as you scale up in size Excellence can t be commanded from above It must be made contagious individual to individual The trick is in knowing how to transfer the right mindsets and best practices without voltage loss as they spread You need to find hot causes and cool solutions use pockets of excellence to galvanize others and cause mini transformations that gain a life of their own And most of all you need to remember that growth in excellence is not just about adding it s about subtracting whatever you are doing that is getting in the way Dr Robert I Sutton is cofounder of the Stanford Technology Ventures Program the Center for Work Technology and Organization and Stanford's famous dischool He is the author or coauthor of numerous publications and books including The Knowing Doing Gap and Hard Facts Dangerous Half Truths and Total Nonsense Profiting from Evidence Based Management

Scaling Up Excellence: Getting to More Without Settling for Less (Blinkist Summary), 2019 Organizations need to be able to scale to survive In their 2014 book Scaling Up Excellence Robert I Sutton and Huggy Rao share research backed strategies that can help organizations replicate excellence in new places and successfully scale This audiobook summary distills some of the key lessons in Scaling Up Excellence into a series of concise clips Learn how to navigate between standardization and local variation find the approach that best fits your company eliminate redundant processes clear out negative practices and more Note This audiobook summary was produced by Blinkist We are pleased to host this content in our library How to Scale Up Excellence in an Organization Melanie Rodier, 2014 Stanford's Robert Sutton discusses the mind set and strategies of companies that are most adept at building and spreading high standards For more insights read

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meet their organizations needs They help readers identify the core people management programs and practices that are best for an organization at its current stage and size while also supporting a foundation for continued development and the capacity to adapt to inevitable surprises Practical actionable and supplemented with numerous diagnostic tools and illustrative examples Scaling for Success is a must have playbook for organizational leaders pursuing smart and sustainable arowth Handbook of Research on Scaling and High-Growth Firms Veroniek Collewaert, Justin J.P. Jansen, 2025-07-15 This pioneering Handbook explores the nature of scaling and high growth It identifies specific patterns and strategies and discusses important drivers and determinants of high growth presenting a state of the art overview of existing research and introducing crucial new insights into the field both for academics and scaleup entrepreneurs advisors and ecosystem stakeholders **The Rise and Fall of the East** Yasheng Huang, 2023-01-01 The long history of China's relationship between stability diversity and prosperity and how its current leadership threatens this delicate balance Riveting Tunku Varadarajan Wall Street Journal A Foreign Affairs Best Book of 2023 Chinese society has been shaped by the interplay of the EAST exams autocracy stability and technology from ancient times through the present Beginning with the Sui dynasty s introduction of the civil service exam known as Keju in 587 CE and continuing through the personnel management system used by the Chinese Communist Party CCP Chinese autocracies have developed exceptional tools for homogenizing ideas norms and practices But this uniformity came with a huge downside stifled creativity Yasheng Huang shows how China transitioned from dynamism to extreme stagnation after the Keju was instituted China's most prosperous periods such as during the Tang dynasty 618 907 and under the reformist CCP occurred when its emphasis on scale the size of bureaucracy was balanced with scope diversity of ideas Considering China's remarkable success over the past half century Huang sees signs of danger in the political and economic reversals under Xi Jinping The CCP has again vaulted conformity above new ideas reverting to the Keju model that eventually led to technological decline It is a lesson from China's own history Huang argues that Chinese leaders would be wise to take seriously Building Smart Nonprofits David J. O'Brien, Matthew D. Craig, 2020-08-15 Best practices for nonprofits for long term success in a rapidly changing world Building Smart Nonprofits A Roadmap for Mission Success is a handbook of best practices nonprofits can use to improve sustainability a book of knowledge and know how distilled from interviews with over 60 industry leaders who are in the nonprofit trenches every day as executives leaders board members funders publishers and service providers David J O Brien and Matthew D Craig provide real life examples of nonprofits deploying best practices and emerging industry trends such as the rise of socially conscious investing to position their organizations for the long term Topics include among others funding models impact investing compensation strategic restructuring leadership full cost grantmaking program evaluation storytelling and financing Readers learn how to best position their non profit organization for a sustainable and long term future **Oualitative Research & Evaluation Methods** Michael Quinn Patton, 2023-02-07 Drawing on more than 40 years of experience conducting applied

social science research and program evaluation author Michael Quinn Patton has crafted the most comprehensive and systematic book on qualitative research and evaluation methods inquiry frameworks and analysis options available today Now offering more balance between applied research and evaluation this Fourth Edition illuminates all aspects of qualitative inquiry through new examples stories and cartoons more than a hundred new summarizing and synthesizing exhibits and a wide range of new highlight sections sidebars that elaborate on important and emergent issues For the first time full case studies are included to illustrate extended research and evaluation examples In addition each chapter features an extended rumination written in a voice and style more emphatic and engaging than traditional textbook style about a core issue of persistent debate and controversy Strategic Decision Making Simon Haslam, Ben Shenoy, 2018-01-03 Making strategic decisions is a fundamental skill for leaders and managers However in a business environment that is in a constant state of change making strategic decisions has never been more difficult Strategic Decision Making addresses this challenge by providing a framework that can be used to make sound decisions in an uncertain world Structured around the core concepts of framing experimenting and scaling this book will ensure that efforts are focused where the need is greatest that interventions are tested evaluated and revised if necessary and that successful initiatives are effectively rolled out across the business Packed with real world examples and backed up by academic research Strategic Decision Making will allow today s leaders and the leaders of tomorrow to make successful and defensible business choices It shows how to avoid decision making bias overcome organizational inertia manage the difficulties of rigid organizational structures and avoid being side tracked by outdated or irrelevant experience Essential reading for business practitioners and management students alike this comprehensive guide provides a robust approach to achieving strategic success Battle Mind. How to Navigate in Chaos and Perform under Pressure Merete Wedell-Wedellsborg, 2015-09-11 Michael Pram Rasmussen Chairman of the Board in A P M ller M rsk From the boardroom to the bridge of a tanker every leader must master the art of dealing with crises and emergencies With great skill Merete Wedell Wedellsborg shows us that there is a method behind the art Nils Wang Rear Admiral Commandant at The Royal Danish Defence College Any leader who expects to come under fire will eventually feel an urgent need to understand Battle Mind Reach out for this thoughtful and instructive book well in advance of those critical moments S ren Kyhl Executive Vice President Danske Bank A stimulating tour through the mind on high alert Full of useful insights on sustainable high performance and how you can learn to bounce back from major setbacks Jesper Kl ve Senior Vice President at Novo Nordisk A S Wedell Wedellsborg has spent a lot of time studying and focusing on performance under pressure and it shows This is a truly well researched book Battle Mind is highly informative and provides a hands on framework and specific ideas for achieving great results There are great cases in this book for every leader Anne Marie S derberg Professor Copenhagen Business School With a solid grounding in psychology and leadership studies Merete Wedell Wedellsborg does an exemplary job when framing the stories told with lucid concepts for dealing constructively with

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