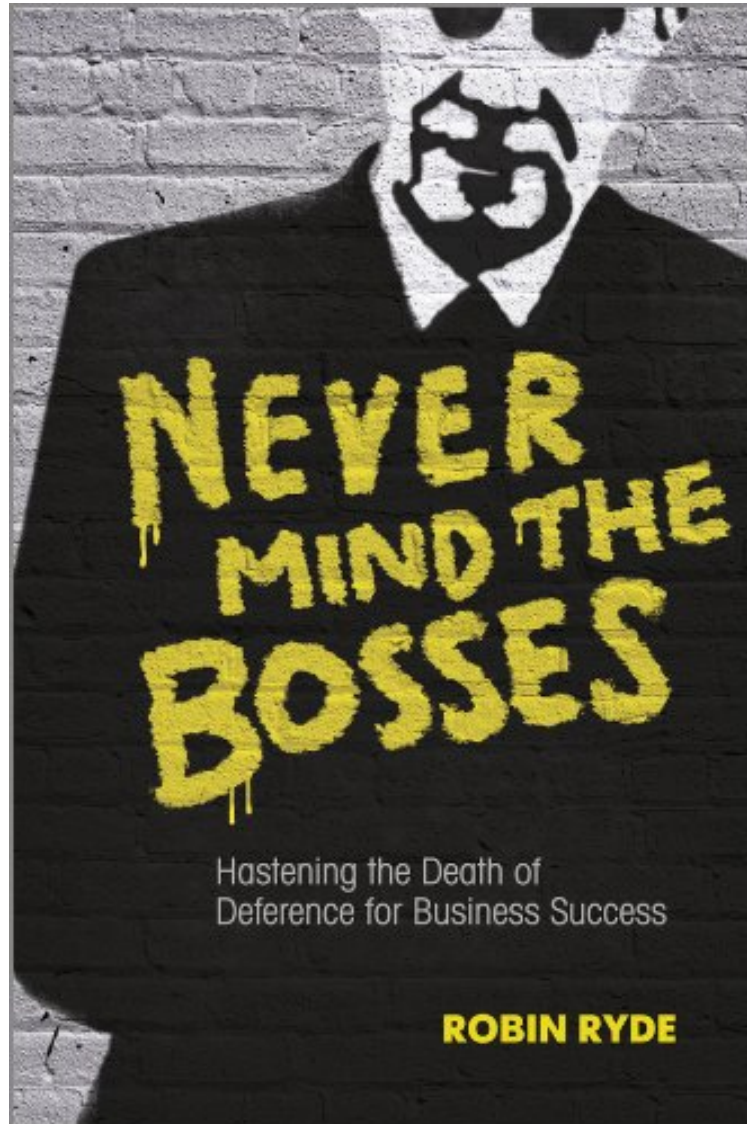


Never Mind the Bosses: Hastening the Death of Deference for Business Success

Robin Ryde

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Robin Ryde : Never Mind the Bosses: Hastening the Death of Deference for Business Success before purchasing it in order to gage whether or not it would be worth my time, and all praised Never Mind the Bosses: Hastening the Death of Deference for Business Success:

0 of 0 people found the following review helpful. NEVER MIND THE BOSSES BY ROBIN RYDE By Joseph Mutizwa This book is long overdue. In this era of increased volatility, uncertainty, complexity and ambiguity too much deference can lead to organizational incompetence in a competitive and fast changing environment as the voices of

those closest to the coal face are not heard To remain agile the modern organization operating in a highly competitive space needs to harness all the knowledge in and across all levels of the organization. This is the dynamic that this book deals with brilliantly

Over the last few decades, power, information and resources have moved from being concentrated in the hands of a few, to being disbursed across many. We need look no further than events on the world stage to see the heat signature of this ndash; from the arrival of Wikileaks, the Arab Spring of 2011 and the Occupy movements, to the social media revolution and flashpoints such as the British Members of Parliament expenses scandal. All are examples of deep change occurring. This book is about what this means for the workplace and for management. The proposition offered here is that our organisations need to catch up, and that the 'death of deference' that we are seeing elsewhere in society needs to be accelerated in the workplace. Systems of deference slow down organisational performance. Deference prevents organisations from learning. It stops them from being agile, innovative and ethical. Deference is the enemy of organisational success and it needs to be dismantled so that in its place we can build modern organisations with a new breed of managers and leaders. This book offers a solution to a problem that belongs in the last century, and a game plan for nothing short of a workplace revolution. "If deference is dead, this book is about the resurrection of the effective manager in a world where nothing is quite the way it used to be. Powerful and thought-provoking from start to finish."

Jeremy Vine, BBC Presenter and Author 'Never Mind the Bosses' is a refreshing type of management book, it advocates that deference to authority figures needs to go if we are to have engaged workforces. Cary L. Cooper, CBE, Distinguished Professor of Organizational Psychology and Health at Lancaster University Management School "An engaging and entertaining romp through the post punk world. By going beyond the boundaries of most business books, Ryde gives us all food for thought about how organisations are, or are not, dealing with a rapidly changing society and workforce." Jo Owen, bestselling author of 'How to Managers' and 'How to Lead' "If you are looking for a book that will shake up your thinking about how to improve your organisation's performance ndash; or worried that your competitors will find it first! ndash; try this one." Professor Dutch Leonard, Harvard Business School Harvard University's John F. Kennedy School of Government

Robin Ryde's style of writing is very easy to read and digest and I found the history of the punk movement and other moves away from a deferential approach fascinating I would recommend this book both as a generally good read as well as for management who want to analyse and possibly change their organisation's culture in line with the expectations of the workforce of the future. (HR Zone, March 2013) From the Inside Flap Over the last few decades, power, information and resources have moved from being concentrated in the hands of a few, to being disbursed across many. We need look no further than events on the world stage to see the heat signature of this ndash; from the arrival of Wikileaks, the Arab Spring of 2011 and the Occupy movements, to the social media revolution and flashpoints such as the British Members of Parliament expenses scandal. All are examples of deep change occurring. This book is about what this means for the workplace and for management. The proposition offered here is that our organisations need to catch up, and that the 'death of deference' that we are seeing elsewhere in society needs to be accelerated in the workplace. Systems of deference slow down organisational performance. Deference prevents organisations from learning. It stops them from being agile, innovative and ethical. Deference is the enemy of organisational success and it needs to be dismantled so that in its place we can build modern organisations with a new breed of managers and leaders. This book offers a solution to a problem that belongs in the last century, and a game plan for nothing short of a workplace revolution. From the Back Cover 'Never Mind the Bosses' is a refreshing type of management book, it advocates that deference to authority figures needs to go if we are to have engaged workforces. Cary L. Cooper, CBE, Distinguished Professor of Organizational Psychology and Health at Lancaster University Management School "An engaging and entertaining romp through the post punk world. By going beyond the boundaries of most business books, Ryde gives us all food for thought about how organisations are, or are not, dealing with a rapidly changing society and workforce." Jo Owen, bestselling author of 'How to Manage' and 'How to Lead' "If you are looking for a book that will shake up your thinking about how to improve your organisation's performance ndash; or worried that your competitors will find it first! ndash; try this one." Professor Dutch Leonard, Harvard Business School Harvard University's John F. Kennedy School of Government "I love this book! It turns the traditional leadership concepts upside down. A must read for anybody who wants to capture the power of their whole organisation." Sally Martin, Vice President Commercial Service, Shell International Petroleum Company "Never Mind the Bosses makes a compelling and absorbing case for replacing unquestioning deference in organisations with the need for everyone to take up not only their rights, but critically, their responsibilities for the greater good." Kai Peters, CEO, Ashridge Business School "A powerful

reminder that deference has no place in an accelerating world, where only the most innovative organisations will thrive and prosper."mdash;Ben Page, Chief Executive, Ipsos MORI ldquo;"A riveting read ndash; unexpected quotes from the Damned and Donald Rumsfeld grabbed my attention and held it ndash; bags of leadership insights in here, entertainingly and memorably presented."mdash;Iain Lobban, Director GCHQ