

Increasing The Meaning Quotient Of Work Mckinsey Company

Mckinsey & Company When McKinsey Comes to Town Reworking the Workplace Reskilling and Upskilling in a Globalized Economy McKinsey's Marvin Bower Women on Corporate Boards and in Top Management New Directions in the Future of Work The Future (R) Evolution of the Office Workspace Ergonomics and Diversity, Equity, and Inclusion Sustainable Supply Chain Management: Strategies for a Resilient Future Designing Matrix Organizations that Actually Work Why Are We Here? CIO Women's Work Work 3.0 Gender and Diversity: Concepts, Methodologies, Tools, and Applications Flow Contemporary Challenges in Social Science Management Getting to the Core of Diversity Equity and Inclusion #WorkSchoolHours WetFeet Walt Bogdanich Nicola Gillen Hazel Gruenewald Elizabeth Haas Edersheim Colette Fagan Mónica Santana Claus Sneppen Bobbie Watts Viraj P. Tathavadekar Jay R. Galbraith Jennifer Moss Zoe Young Avik Chanda Management Association, Information Resources Rob Handfield, Phd Anne Marie Thake Tatsuya Suzuki Dr Ellen Joan Ford

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new york times bestseller an explosive deeply reported exposé of mckinsey company the international consulting firm that advises corporations and governments that highlights the often drastic impact of its work on employees and citizens around the world meticulously reported and ultimately devastating this is an important book patrick radden keefe new york times bestselling author of empire of pain and say nothing mckinsey company is the most prestigious consulting company in the world earning billions of dollars in fees from major corporations and governments who turn to it to maximize their profits and enhance efficiency mckinsey s vaunted statement of values asserts that its role is to make the world a better place and its reputation for excellence and discretion attracts top talent from universities around the world but what does it actually do in when mckinsey comes to town two prizewinning investigative journalists have written a portrait of the company sharply at odds with its public image often mckinsey s advice boils down to major cost cutting including layoffs and maintenance reductions to drive up short term profits thereby boosting a company s stock price and the wealth of its executives who hire it at the expense of workers and safety measures mckinsey collects millions of dollars advising government agencies that also regulate mckinsey s corporate clients and the firm frequently advises competitors in the same industries but denies that this presents any conflict of interest in one telling example

mckinsey advised a chinese engineering company allied with the communist government which constructed artificial islands now used as staging grounds for the chinese navy while at the same time taking tens of millions of dollars from the pentagon whose chief aim is to counter chinese aggression shielded by ndas mckinsey has escaped public scrutiny despite its role in advising tobacco and vaping companies purveyors of opioids repressive governments and oil companies mckinsey helped insurance companies boost their profits by making it incredibly difficult for accident victims to get payments worked its u s government contacts to let wall street firms evade scrutiny enabled corruption in developing countries such as south africa undermined health care programs in states across the country and much more bogdanich and forsythe have penetrated the veil of secrecy surrounding mckinsey by conducting hundreds of interviews obtaining tens of thousands of revelatory documents and following rule 1 of investigative reporting follow the money when mckinsey comes to town is a landmark work of investigative reporting that amounts to a devastating portrait of a firm whose work has often made the world more unequal more corrupt and more dangerous

the office has changed forever emerging from the pandemic the workplace has undergone its greatest disruption since the dawn of the service economy covid has rewritten the rule book about how when where and even why we work how can investors developers designers operators and users of office buildings navigate this new climate of uncertainty to create successful places to work in the future reworking the workplace delves into this changing landscape divided into three sections people purpose and place it identifies the emerging trends in the reworking of work culture and offers insights into innovations and ideas that will inform the workplace of tomorrow in doing so it recognises the enduring importance of physical place for meaningful human connection and explores how this must be refocussed in an increasingly virtual world featuring over 50 international case studies including amazon fresh brent cross town london capita springs singapore carrefour diageo disney king s college london mission rock san francisco salesforce virgin money and wework tackles topical workplace themes hybrid working wellbeing esg operationalising working experience value of place experience destinations physical virtual interface and future cities combines essential design guidance with up to date workplace thinking throughout

this book provides an in depth exploration of upskilling and reskilling strategies essential in today s rapidly evolving and complex global landscape the intensifying war for talent driven by macro trends such as digitalization ai climate change hybrid working and demographic shifts has made addressing the skills shortage a top priority for business leaders these global challenges not only require organizations to proactively identify and integrate future skills through targeted training programs but also demand a shift toward socially just and ecologically sustainable practices grounded in cutting edge research and proven practices this book bridges the gap between theory and practice it is an invaluable resource for hr professionals business leaders and educators dedicated to building a future ready workforce

i had the privilege of working closely with marvin and mckinsey for many years this book makes marvin come to life and perpetuates him as a role model peter f drucker a wonderful book about a wonderful man in many ways marvin s mckinsey framed the hypotheses in our own search for excellence for example passion for values belief in people as the prime resource and willingness to let people experiment as well as i thought i knew marvin however this remarkable book drawing on the collective memories of those who worked most closely with him taught me a ton about how extraordinary the man really was and what made him that way many have called drucker the man who invented management i think history will conclude that both he and marvin bower share that pedestal bob waterman coauthor of in search of excellence marvin bower became a legend not just within mckinsey company but within professional services and the business world

more broadly in everything he did and said he embodied the professional approach and the importance of values this book sheds remarkable insight on a remarkable man and on the power of constancy of purpose ian davis worldwide managing director mckinsey co it is as marvin would have wanted it simple honest fact based wonderful stories with a long term perspective an insightful read about the father of management consulting lois juliber retired coo colgate palmolive this book provides fascinating insight into the early days of modern management consulting it is an extremely enlightening look at the origin of one of america s most important professions and one of america s most innovative leaders thomas h lee founder chairman and president thomas h lee partners l p

this book examines the international trends and associated developments in gender equality policy including corporate governance such as gender quotas international comparative analysis is combined with detailed analysis of eight european countries with different policy regimes and trajectories

new directions in the future of work explores vital research and industrial issues that are central to understanding the concepts of the future of work and address key challenges in this evolving area of debate

the redefined meaning of the office workplace for knowledge workers that is currently taking place impacts all workplace actors to different extents there is no exact formula or framework for a successful hybrid working life thus society cannot anticipate the future of the hybrid office workplaces and work life will look like for office work this means that workplaces need to continuously alter and evolved their workplace models this book provides workers and managers with a nuanced understanding of the changes that have been realized are nearing realization or will drive the transformation of the hybrid workplace going forward it offers recommendations and a framework to assist organizations to develop optimal hybrid workplace models focusing on major trends and component shaping this evolution

diverse equitable and inclusive dei workplaces foster a sense of belonging and support for all employees helping them feel like integral parts of the team yet many organizations underestimate the significance of ergonomics in creating such environments and fail to recognize how their ergonomics practices promote dei and improve workplace culture why should ergonomics professionals and practitioners pay attention to dei and how can dei professionals and advocates benefit from understanding ergonomics this book investigates the symbiotic links between ergonomics and dei and how workplaces and work practices can be improved through a better understanding of both this book reveals how to utilize dei strategies to improve ergonomics and human factors efforts and how professionals in turn can apply their expertise to improve dei strategies this book also serves as a resource for those looking for tangible ideas to expand their dei efforts through the practical utilization of ergonomics complete with real world examples it offers perspectives and practical advice from ergonomics and dei experts on elements of sustainable ergonomics processes elements of a successful corporate dei strategy and how to combine the two to create a partnership that will improve workspaces business strategies and the quality of life for employees and or end users of products and services designed by engineers featuring guidance and discussion points related to how critical diversity is to successful ergonomics programs this book delivers ergonomics principles that can be used to promote inclusive design and how to enhance and showcase the value of ergonomics to businesses via incorporation with corporate dei strategies and vice versa ergonomics and diversity equity and inclusion theory and practice will be a valuable reference for professionals and practitioners in ergonomics and human factors business and

management human resource management industrial and systems engineering mechanical engineering and computer science engineering and for those seeking contemporary guidance to inform their DEI policies and practices

the book is presented as your strategic partner in the journey of sustainability transformation part i sets the essential groundwork how supply chain thinking has evolved over the years and why sustainability has been pushed to center stage as a business imperative part ii elaborates on strategic enablers digital technologies decarbonization strategies and circular economy principles that set forth a pathway for the transformation to take place part iii enchants risk management regulatory compliance and financial implications with a scope on external factors forming the shape of implementation decisions applying these to practical sectors and viewing from global perspectives will bring the fourth part alive since sustainability strategies need to be developed by considering industry contexts and cultural differences part v finally takes the view ahead with the preparation of scenario planning tools and implementation roadmaps for some future possibilities and challenges along with this there are 40 plus practical frameworks assessment tools and implementation templates along the way all of which have been tested inside real organizational frameworks they are not theories in fact they are battle tested methodologies guiding real life transformations across industries from automotive manufacturing to agricultural commodities

organization structures do not fail says jay galbraith but management fails at implementing them correctly this is why he explains the idea that the matrix does not work still exists today even among people who should know better but the matrix has become a necessary form of organization in today's business environment companies now know that if they have multiple product lines do business in multiple countries and serve many customer segments through a variety of channels there is no way they can avoid some kind of a matrix structure and the question most are asking is how do we learn how to operate the matrix effectively in designing matrix organizations that actually work galbraith answers this and other questions as he shows how to make a matrix work effectively

a deeply human exploration of how our relationship with work has evolved and a guide for leaders who aim to make things right from the author of the burnout epidemic work has recently undergone profound changes not all for the better AI's acceleration has led to worker fears and uncertainties around job security DEI initiatives are underfunded or canceled the debate over remote hybrid and in person work is growing more heated and study after study confirms a widespread sense of employee unhappiness in the workplace workers are left to reexamine their relationship with work asking themselves why are we here workplace expert jennifer moss author of the burnout epidemic takes readers to the front lines of this historic shift through extensive interviews she uncovers why work has changed and highlights the leaders and organizations who have managed to build cultures that everyone really wants packed with fresh insights new research and compelling stories why are we here illuminates this turbulent time and offers inspiration and practical guidance for leaders navigating our complex ever changing world

shortlisted for the BSA Philip Abrams Memorial Prize 2019 what's it really like to be a mother with a career working flexibly drawing on over 100 hours of interview data this book is the first to go inside women's work and family lives in a year of working flexibly the private labours of going part time job sharing and home working are brought to life with vivid personal stories taking a sociological and feminist perspective it explores contemporary motherhood work life balance emotional work in families couples and housework maternity transitions interactions with employers work design and workplace cultures and employment policies it concludes that there is an opportunity to make employment and family life work better together and offers unique insights from

women's lived experiences on how to do it

what will the worker workplace and work itself look like in the future work 3.0 tackles this and some of the other most pressing and complex questions of the present age head on avik chanda and siddhartha bandyopadhyay employ rigorous research supplemented with industry reports business case studies expert interviews anecdotes their personal expertise and insights to present a rich multi disciplinary brew that spans economics statistics public policy history sociology psychology law political science literature and philosophy highly ambitious in scope astonishingly rich in analytical detail and far reaching in its conclusions the book will change the way you think about the future and how the past and present still shape it conceived as the ultimate future of work preparation guide this book is essential reading for our tenuous and unpredictable times

today gender inequality and diversity are at the forefront of discussion as the issue has become an international concern for politicians government agencies social activists and the general public consequently the need to foster and sustain diversity and inclusiveness in the interactions among various groups of people is relevant today more than ever gender and diversity concepts methodologies tools and applications provides a critical look at gender and modern day discrimination and solutions to creating sustainable diversity across numerous contexts and fields highlighting a range of topics such as anti discrimination measures workforce diversity and gender inequality this multi volume book is designed for legislators and policy makers practitioners academicians gender studies researchers and graduate level students interested in all aspects of gender and diversity studies

with supply chain disruptions increasingly discussed in the media and impacting our daily lives flow offers an important framework and solutions for remedying the rampant delays and bottlenecks that exist in global supply chains this book describes the concept of flow which evokes physical properties that exist in nature such as the flow of electricity the flow of materials and the flow of time in terms of process optimization flow encompasses the integration of end to end supply chains and the movement toward relocation of global supply bases to nearshore onshore geographies achieving flow is essential for organizations seeking to improve their supply chain performance in a time of increasing disruption this book highlights the high level effectiveness of business strategies that use predictions based on the sequence of world events global supply chains and data by exchanged smart technologies by broadly applying physical laws to the global supply chain rob handfield and tom linton explore the impact of supply chain physics on global market policies such as tariffs factory location pandemic response supply base geographies and outsourcing the authors provide specific recommendations on what to do to improve supply chain flows and include important insights for managers with examples from companies such as biogen general motors siemens and flex with regard to their response to covid 19 flow is an important resource not only for procurement and supply chain management professionals but for any manager concerned with enterprise level success

enriched and strengthened with european case studies of real life situations providing practical and industry insights part a and b collate experts in economics finance public policy human resources and risk management contributing on employability labour markets sustainability and skills of the future from across the globe

when you hear diversity equity and inclusion de i what images occur in your mind i guess that you imagined the charisma of a ceo's public commitment like saying i commit to increasing female

manager mix to 50 by 2025 many companies set female employee mix as the goal of their diversity improvement plan but as far as my research those companies that only focus on increasing female employee percentage don t create a positive de i image or some of them received a negative feedback from field employees regardless they achieved their target this book provides the best practices to make the de i initiative succeed i am going to introduce a perception based research method which minimizes the bias of the survey respondents i conducted the survey among japanese chinese korean and people in oceania the research result will provide you with new insights

every working parent knows how hard the juggle is now we know the cause it s time to get work to work better for people right now we are expected to work as though we don t have kids and parent as though we don t have jobs it is not sustainable it s causing people to leave the workforce or to sacrifice valuable family time and simultaneously hurting organisations as retention and productivity take a nosedive workschoolhours offers us all a better framework one that takes us far beyond how we structure our work schedules to deliver us better commercial outcomes for businesses better careers for all working people and better lives for everyone building on decades of research and lived experiences workschoolhours gives us practical insights and immediately actionable solutions let s reduce hours spent working so we can connect more with what matters in life and do it in a way that is commercially smart for organisations praise for workschoolhours a change the freaking world book mark crysell tvnz sunday correspondent an absolute must read that will linger in your thoughts long after you ve turned the final page steve jurkovich chief executive kiwibank even the skeptic in me is totally convinced eric chapman director of business transformation ey ellen s precise wisdom is a game changer dr ron mcdowall onzm director of rutherford business institute a research backed implementable solution where everybody wins stephania varalli story strategist serial entrepreneur and former ceo and owner of women of influence canada

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