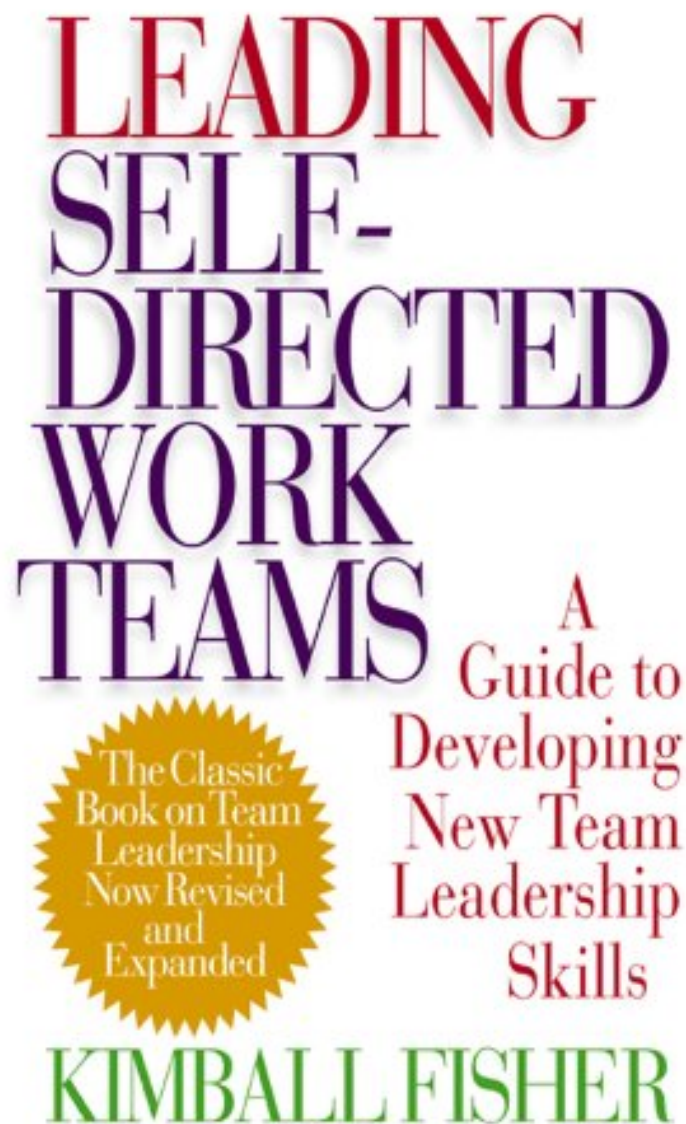


## Leading Self-Directed Work Teams

*Kimball Fisher*

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**Kimball Fisher : Leading Self-Directed Work Teams** before purchasing it in order to gage whether or not it would be worth my time, and all praised Leading Self-Directed Work Teams:

2 of 2 people found the following review helpful. Very good coverage of self-directed teamsBy Bas Vodde"Leading

self-directed work teams" consists of 6 parts. The first part introduces the concept of self-directed work teams, its history and especially the difference between traditional organizations and self-directed work teams. Part 2 gives a case study from Kodak. Part 3 talks about the assumptions that leaders in organizations have and how it affects the SDWT. Part 4 describes the role of the team leader and a description on what team leaders do day-to-day (there are actually 2 part 4s, which is kinda weird). Part 5 talks about problems and solutions and the final part gives some tests which you can do to see how suitable you are for a team leader (I need some minor changes, it says). I loved the beginning of the book. The first couple of chapters were fantastic and I quickly finished part 1. I didn't find the case study interesting. I liked part 3 quite a lot, but then when the book went on I felt it was not getting much better. The author tried to think of concrete tools for a team leader to use, but somehow they didn't feel natural (like the 5 stages of team leaders). Near the end of the book, I felt something was missing from the book. I don't know exactly what it is, maybe the team member perspective, maybe more concrete tools. (simulation games?) Despite the above critique, I recommend the book to anyone involved or interested in self-directed teams. Kimball Fisher wrote in a clear style which kept me reading the book. Theory was followed with concrete examples. It's not a lot of pages so it's easy to read in a relative short time. I learned a lot from this book. I'm a promoter of SDWT in my organization and the book made me realize how difficult the transition is. How difficult it is for supervisors to adopt their new roles and for team leader to broaden their job responsibility. It clarified my experiences. SDWT are the future but the part towards them in long.

3 of 5 people found the following review helpful. All MILITARY Leaders Need This Book  
By Customer\*\*\*The second industrial revolution is definitely in full swing. As we progress from the traditional style organizational leadership and head towards team-building and progressive leadership, this book illuminates what will work. So many leaders in the military have failed to adapt to the cultural changes of the new millenium, and thus the failure to retain Officers and Enlisted alike. All military leaders must accept that fact that EMPOWERMENT is the key to organizational success. This book defines what empowerment is and how to effectively implement the "Self-Directed Work Teams." Covers what a true leader is how "barking direct orders" is not effective as empowering others to perform. Set boundaries instead of rules. I am a military Officer and have seen many times the follies that many Officers make when making leadership decisions. This book not only shows you what is wrong with the traditional systems, but also how to implement effective leadership.\*\*\*\*\*A MUST READ FOR ALL MILITARY LEADERS AND CIVILIAN MANAGERS\*\*\* DEFINETLY A GREAT BOOK!!!! I HIGHLY RECOMMEND IT TO ALL AS A GROWING TOOL. READ IT, LEARN IT, USE IT!

0 of 0 people found the following review helpful. Five Stars  
By CustomerThank you Leading srlf-directed work teams exceeded my expectations.

A new edition of the book that lead the self-directed work teams revolution. Leading Self-Directed Work Teams is one of the best-selling books on teams ever published. Now, the perfect guide for any team leader has been revised and expanded to reflect the new realities of team-based organizations. By explaining how team leaders differ from conventional supervisors, this informative volume which is based on the author's successful seminars and workshops is especially useful for those managers who move from hierarchical to participatory structures. This edition feature more practical examples and techniques than in the previous edition, new research, dozens of tips and checklists, case studies, and valuable training exercises. It has been used and praised by experts at Motorola, M.I.T., ATT and many other organizations.

From the Back CoverThe classic book on team leadershipshy;shy;now revised and expanded for a new era! Motorola uses it to train managers, Logan Aluminum calls it their Bible, Industry Week proclaimed it one of the best dozen books of the year it was published, and experts and managers from M.I.T. to TT praise its pragmatic insights on the new role for leaders. A bestseller just got better! One of the most important books ever written about teams, the original edition of this groundbreaking book helped pioneer the self-directed work teams revolution. Now, drawing on a wide range of real-life lessons learned in the years since it was first published, this up-to-the-minute guide teaches you everything you need to know to lead confidently and effectively in today's non-autocratic, self-directed workplaces. You'll learn how to: Lead through example and commitment, instead of by demanding obedience and control Give and obtain feedback in a constructive, non-defensive manner Excite, energize, and inspire team members about projects and goals Create accountability systems for teamsshy;shy;without restricting autonomy and creativity Overcome the special challenges of leading knowledge workers And much more! About the AuthorKimball Fisher is a cofounder of the Fisher Group, Inc., and has worked with many companies implementing high-performance management practices across North America, Western Europe, Asia, and Africa, including Amoco, Apple Computers, Chevron, Corning, Hewlett Packard, Mosanto, Motorola, NBC, Shell, Weyerhauser, and more. He is a popular speaker at conferences on teams, leadership, and organization design and has addressed audiences around the world.