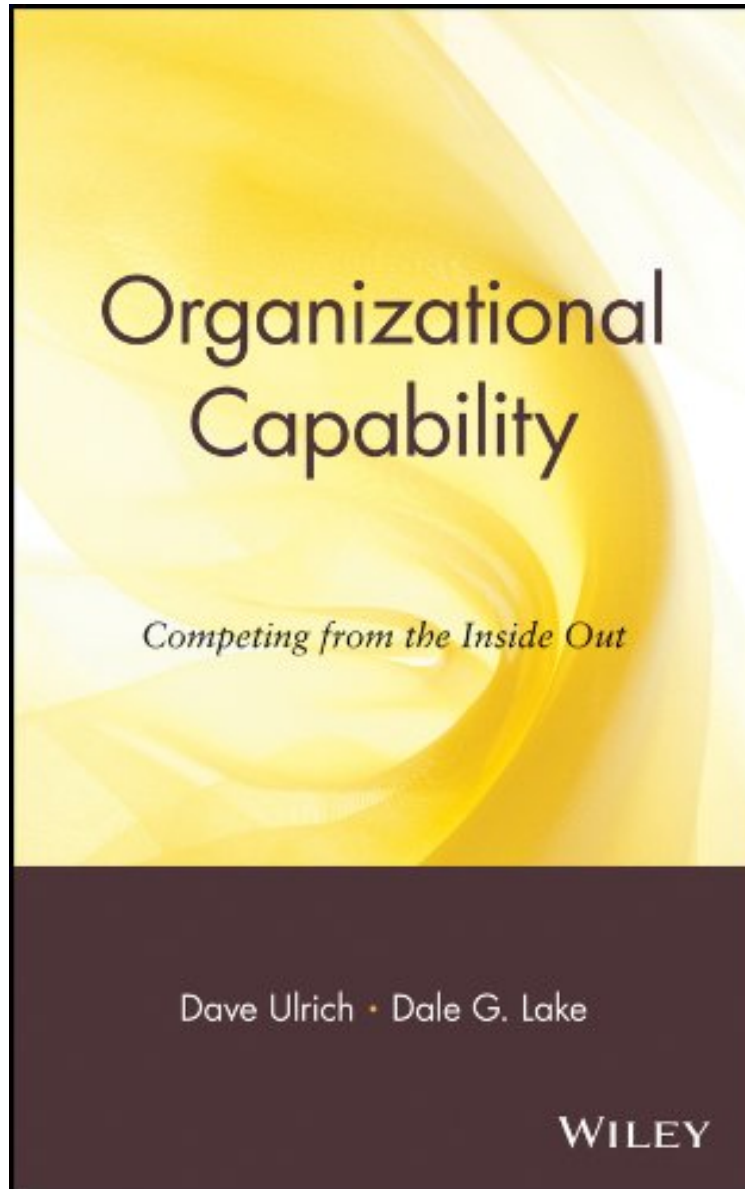


(Ebook free) Organizational Capability: Competing from the Inside Out

Organizational Capability: Competing from the Inside Out

Dave Ulrich, Dale G. Lake

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understand the organizational theories, but also good enough for post grad students and professors as well. 6 of 6 people found the following review helpful. A must for those seeking to sustain change. By A Customer. Organizational Capability provides a good explanation of all the peices required to achieve, change, and sustain an organization's competencies. The book really focuses on competency and not capability. This makes the title a misnomer. However it is a worthwhile read for anyone contemplating or leading broad scale change. The book is definately not for people from Human Resources as between the lines there are some fairly cogent criticisms of traditional HR Departments and their operations. The only drawbacks to the book are its weak testimonials. Frequent references to Apple Computer, GE and others appear weak and less than anecdotal. A few strong case studies would have raised the value of the book dramatically. While this shouldn't keep you from reading it, it does cause you to wade through "fluff" from time to time.

For any organization to compete successfully in today's market, it must focus on building not only from the outside but from the inside as well. Shows the correlation between successful people management and the bottom line. Explains how involving employees in the planning and implementation process and allowing them to see the fruits of their labor (the sense of connection between daily work and long-term customer success) benefits the organization. The aim here is to show how focusing on organizational capability will not only meet short-term financial requirements, but also build a solid foundation for the future.

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