

Vision, Leadership & the Creation
of Management Consulting

MCKINSEY'S MARVIN BOWER



ELIZABETH HAAS EDELSHEIM

Mckinsey Marvin Bower Vision Leadership And The Creation Of Management Consulting

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McKinsey's Marvin Bower Elizabeth Haas Edersheim, 2010-12-13 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

The Firm Duff McDonald, 2013-09-10 A revelatory history of the controversial consulting firm traces its decades long influence in both business and political arenas citing its role in the establishment of mainstream practices and modern understandings about capitalism **The New Spirit of Capitalism** Luc Boltanski, Eve Chiapello, 2018-01-16 New edition of this major work examining the development of neoliberalism In this established classic sociologists Luc Boltanski and Eve Chiapello get to the heart of contemporary capitalism Delving deep into the latest management texts informing the thinking of employers the authors trace the contours of a new spirit of capitalism They argue that beginning in the mid 1970s capitalism abandoned the hierarchical Fordist work structure and developed a new network based form of organization founded on employee initiative and autonomy in the workplace a putative freedom bought at the cost of material and psychological security This was a spirit in tune with the libertarian and romantic currents of the period as epitomized by dressed down cool capitalists such as Bill Gates and Ben and Jerry and as the authors argue a more successful pernicious and subtle form of exploitation In this new edition the authors reflect on the reception of the book and the debates it has stimulated **CEO Excellence** Carolyn Dewar, Scott Keller, Vikram Malhotra, 2022-03-15 New York Times Bestseller Wall Street Journal Bestseller From the world s most influential management consulting firm McKinsey Company this is an insight packed revelatory look at how the best CEOs do their jobs based on extensive interviews with today s most successful

corporate leaders including chiefs at Netflix JPMorgan Chase General Motors and Sony Being a CEO at any of the world's largest companies is among the most challenging roles in business Billions and even trillions are at stake and the fates of tens of thousands of employees often hang in the balance Yet even when can't miss high achievers win the top job very few excel Thirty percent of Fortune 500 CEOs last fewer than three years and two out of five new CEOs are perceived to be failing within eighteen months For those who shoulder the burden of being the one on whom everyone counts a manual for excellence is sorely needed To identify the 21st century's best CEOs the authors of *CEO Excellence* started with a pool of over 2400 public company CEOs Extensive screening distilled that group into an elite corps sixty seven of whom agreed to in depth multi hour interviews Among those sharing their views Jamie Dimon JPMorgan Chase Satya Nadella Microsoft Reed Hastings Netflix Kazuo Hirai Sony Ken Chenault American Express Mary Barra GM and Peter Brabeck Letmathe Nestl What came out of those frank no holds barred conversations is a rich array of mindsets and actions that deliver outsized performance Compelling practical and unprecedented in scope *CEO Excellence* is a treasure trove of wisdom from today's most elite business leaders

The Will to Manage - Corporate Success Through Programmed Management, 1969
Management development guide on programme planning in the USA with particular reference to top management
Motivation for improved efficiency covers managerial behaviour and leadership decision making systems design the importance of management information systems business organization personnel management management attitude toward performance record etc Annotated bibliography pp 266 to 271 and references

The Sixth Sense Kees van der Heijden, Ron Bradfield, George Burt, George Cairns, George Wright, 2009-08-13 Der etwas andere Leitfaden zum Thema Szenarios und organisatorisches Lernen The Sixth Sense behandelt ausführlich die Veränderungen in den Unternehmenssystemen den Strukturen und den Menschen Szenarios werden hier explizit mit Strategie und Handeln verbunden Innovativer Ansatz Szenarios werden als Methode des organisatorischen Lernens behandelt Hier lernen Manager wie sie mit dem zunehmenden Wandel im Unternehmensumfeld zurechtkommen und wie sie mit Hilfe von Szenarios Denkfehler berwinden durch Aufzeigen dass die Zukunft keine Nachbildung der Vergangenheit ist Praxisorientiert Die Autoren zeigen anschaulich wie man Szenariodenken in der Praxis anwendet The Sixth Sense der unverzichtbare Ratgeber für Manager und Consultants

The Intelligent Company Bernard Marr, 2010-03-10 Today's most successful companies are Intelligent Companies that use the best available data to inform their decision making This is called Evidence Based Management and is one of the fastest growing business trends of our times Intelligent Companies bring together tools such as Business Intelligence Analytics Key Performance Indicators Balanced Scorecards Management Reporting and Strategic Decision Making to generate real competitive advantages As information and data volumes grow at explosive rates the challenges of managing this information is turning into a losing battle for most companies and they end up drowning in data while thirsting for insights This is made worse by the severe skills shortage in analytics data presentation and communication

This latest book by best selling management expert Bernard Marr will equip you with a set of powerful skills that are vital for successful managers now and in the future Increase your market value by gaining essential skills that are in high demand but in short supply Loaded with practical step by step guidance simple tools and real life examples of how leading organizations such as Google CocaCola Capital One Saatchi Saatchi Tesco Yahoo as well as Government Departments and Agencies have put the principles into practice The five steps to more intelligent decision making are Step 1 More intelligent strategies by identifying strategic priorities and agreeing your real information needs Step 2 More intelligent data by creating relevant and meaningful performance indicators and qualitative management information linked back to your strategic information needs Step 3 More intelligent insights by using good evidence to test and prove ideas and by analysing the data to gain robust and reliable insights Step 4 More intelligent communication by creating informative and engaging management information packs and dashboards that provide the essential information packaged in an easy to read way Step 5 More intelligent decision making by fostering an evidence based culture of turning information into actionable knowledge and real decisions Bernard Marr did it again This outstanding and practical book will help your company become more intelligent and more successful Marr takes the fields of business intelligence analytics and scorecarding to bring them together into a powerful and easy to follow 5 step framework The Intelligent Company is THE must read book of our times Bruno Aziza Co author of best selling book Drive Business Performance and Worldwide Strategy Lead Microsoft Business Intelligence Book after book Bernard Marr is redefining the fundamentals of good business management The Intelligent Company is a must read in these changing times and a reference you will want on your desk every day Gabriel Bellenger Accenture Strategy

The Golden Passport Duff McDonald, 2017-04-25 From the New York Times bestselling author of The Firm A massively detailed history of Harvard Business School and a searing critique Kirkus Reviews With The Firm financial journalist Duff McDonald pulled back the curtain on consulting giant McKinsey Company In The Golden Passport he reveals the inner workings of a singular nexus of power ambition and influence Harvard Business School Harvard University still occupies a unique place in the public s imagination but the Harvard Business School eclipsed its parent in terms of influence on modern society long ago A Harvard degree guarantees respect But a Harvard MBA near guarantees entrance into Western capitalism s most powerful realm the corner office And because the School shapes the way its powerful graduates think its influence extends well beyond their own lives It affects the organizations they command and the economy they dominate In addition to teasing out the essence of this exclusive if not necessarily secret club McDonald explores two important questions Has the school failed at reaching the goal it set for itself in 1908 the multiplication of men who will handle their current business problems in socially constructive ways Is HBS complicit in the moral failings of Western capitalism At a time of soaring economic inequality and growing political unrest this hard hitting yet fair portrait offers a much needed look at a profoundly influential institution Exploring how Harvard Business School became a ticket to the highest echelons of money power and

influence McDonald chronicles the school's history in an irreverent cynical and frequently funny exposé of its pretensions. Publishers Weekly Impressively researched I suspect McDonald won't be invited to campus anytime soon but perhaps he should be. Agree with him or not he deserves credit for raising questions that every business school needs to be asking. The New York Times

Beyond Performance 2.0 Scott Keller, Bill Schaninger, 2019-07-03 Double your odds of leading successful sustainable change. Leaders aren't short on access to change management advice but the jury has long been out as to which approach is the best one to follow. With the publication of *Beyond Performance 2.0* the verdict is well and truly in. By applying the approach detailed by authors Scott Keller and Bill Schaninger the evidence shows that leaders can more than double their odds of success from thirty percent to almost eighty. Whereas the first edition of *Beyond Performance* introduced the authors' Five Frames of Performance and Health approach to change management the fully revised and updated *Beyond Performance 2.0* has been transformed into a truly practical how-to guide for leaders. Every aspect of how to lead change at scale is covered in a step-by-step manner always accompanied by practical tools and real-life examples. Keller and Schaninger's work is distinguished in many ways one of which is the rigor behind the recommendations. The underpinning research is the most comprehensive of its kind based on over 5 million data points drawn from 2,000 companies globally over a 15-year period. This data is overlaid with the authors' combined more than 40 years of experience in helping companies successfully achieve large-scale change. As senior partners in McKinsey it builds an organization's muscle to continuously change making it healthier so that it can act with increased speed and agility to stay perpetually ahead of its competition. Leaders looking for a proven approach to leading large-scale change from a trusted source have found what they are looking for in *Beyond Performance 2.0*.

Strategic Cost Management John K. Shank, John H. Shank, Vijay Govindarajan, Shank Govindarajan, 1993 An indispensable guide for managers concerned with cost strategy and business re-engineering. Experts on the strategic use of cost data the authors show how strategic cost management is revolutionizing accounting practices in leading companies. Includes numerous examples 120 line drawings.

McKinsey Mind Ethan M. Rasiel, Paul N. Friga, 2001-10-17 The groundbreaking follow-up to the international bestseller a hands-on guide to putting McKinsey techniques to work in your organization. McKinsey Company is the most respected and most secretive consulting firm in the world and business readers just can't seem to get enough of all things McKinsey. Now hot on the heels of his acclaimed international bestseller *The McKinsey Way* Ethan Rasiel brings readers a powerful new guide to putting McKinsey concepts and skills into action. *The McKinsey Mind*. While the first book used case studies and anecdotes from former and current McKinseyites to describe how the firm solves the thorniest business problems of their A-list clients *The McKinsey Mind* goes a giant step further. It explains step-by-step how to use McKinsey tools techniques and strategies to solve an array of core business problems and to make any business venture more successful. Designed to work as a stand-alone guide or together with *The McKinsey Way* *The McKinsey Mind* follows the same critically acclaimed style and format as its predecessor. In this book authors Rasiel and

Friga expand upon the lessons found in *The McKinsey Way* with real world examples parables and easy to do exercises designed to get readers up and running

What It Takes Charles D. Ellis, 2013-01-25 Expert insights on what sets the great professional firms apart from all the rest Having devoted a career that spans fifty years to consulting with and studying professional firms in the Americas Asia and Europe author Charles Ellis learned firsthand how difficult it is for an organization to go beyond very good and attain as well as sustain excellence Now he shares his hard won insights with you and reveals what it takes to be best in class in any industry Enlightening and entertaining *What It Takes* explores firms that are leaders in their particular field and the superior people who create and maintain them Along the way it identifies the secrets of their long term success and reveals exactly how they can put your organization in a better position to excel when properly executed Contains many stories of achieving excellence and addresses the obstacles that top ranking organizations face in sustaining it Includes insights on leaders in their particular field from McKinsey Company in consulting and Cravath Swaine Moore in law to the Mayo Clinic in healthcare Written by one of the most experienced and respected business consultants advisors of our time *What It Takes* skillfully shows you how innovation and a commitment to excellence can drive success while also revealing how easy it is to fall behind With it you ll discover what separates the great firms from the good ones and learn how to attain and maintain organizational success throughout the years

The Origin and Evolution of New Businesses Amar V. Bhide, 2003-10-16 What is this mysterious activity we call entrepreneurship Does success require special traits and skills or just luck Can large companies follow their example What role does venture capital play In a field dominated by anecdote and folklore this landmark study integrates more than ten years of intensive research and modern theories of business and economics The result is a comprehensive framework for understanding entrepreneurship that provides new and penetrating insights Examining hundreds of successful ventures the author finds that the typical business has humble improvised origins Well planned start ups backed by substantial venture capital are exceptional Entrepreneurs like Bill Gates and Sam Walton initially pursue small uncertain opportunities without much capital market research or breakthrough technologies Coping with ambiguity and surprises face to face selling and making do with second tier employees is more important than foresight deal making or recruiting top notch teams Transforming improvised start ups into noteworthy enterprises requires a radical shift from opportunistic adaptation in niche markets to the pursuit of ambitious strategies This requires traits such as ambition and risk taking that are initially unimportant Mature corporations have to pursue entrepreneurial activity in a much more disciplined way Companies like Intel and Merck focus their resources on large scale initiatives that scrappy entrepreneurs cannot undertake Their success requires carefully chosen bets meticulous planning and the smooth coordination of many employees rather than the talents of a driven few This clearly and concisely written book is essential for anyone who wants to start a business for the entrepreneur or executive who wants to grow a company and for the scholar who wants to understand this crucial economic activity

Moral Intelligence 2.0

Doug Lennick, Fred Kiel Ph.D., 2011-04-05 The best performing companies have leaders who actively apply moral values to achieve enduring personal and organizational success Lennick and Kiel extensively identify the moral components at the heart of the recent financial crisis and illuminate the monetary and human costs of failed moral leadership in global finance business and government The authors begin by systematically defining the principles of moral intelligence and the behavioral competencies associated with them Next they demonstrate why sustainable optimal performance on both an individual and organizational level requires the development and application of superior moral and emotional competencies Using many new examples and real case studies and new interviews with key business leaders they identify connections between moral intelligence and higher levels of trust engagement retention and innovation Readers will find specific guidance on moral leadership in both large organizations and entrepreneurial ventures as well as a new practical step by step plan for measuring and strengthening every component of moral intelligence from integrity and responsibility to compassion and forgiveness The authors also provide practical ways for readers to develop their own moral and emotional competencies

The Will to Lead Marvin Bower, 1997 The aim of this book is to teach managers how to lead people to work together effectively efficiently and enthusiastically **Problem Solving 101** Ken Watanabe, 2009-03-05 The fun and simple problem solving guide that took Japan by storm Ken Watanabe originally wrote Problem Solving 101 for Japanese schoolchildren His goal was to help shift the focus in Japanese education from memorization to critical thinking by adapting some of the techniques he had learned as an elite McKinsey consultant He was amazed to discover that adults were hungry for his fun and easy guide to problem solving and decision making The book became a surprise Japanese bestseller with more than 370 000 in print after six months Now American businesspeople can also use it to master some powerful skills Watanabe uses sample scenarios to illustrate his techniques which include logic trees and matrixes A rock band figures out how to drive up concert attendance An aspiring animator budgets for a new computer purchase Students decide which high school they will attend Illustrated with diagrams and quirky drawings the book is simple enough for a middle schooler to understand but sophisticated enough for business leaders to apply to their most challenging problems **The Innovation Marathon**

Mariann Jelinek, Claudia Bird Schoonhoven, 1993-10-29 Microelectronics firms in the U S face one of the most intensely competitive business environments in the world leading the way for all industries In automobiles textiles steel and other basics as well as service businesses intense global competition from increasingly skilled rivals is a fact of life In such markets success lies in repeated successful innovation coupled with business control Draws on extensive field interviews to look at how five top U S electronics firms Hewlett Packard Intel Motorola National Semiconductor and Texas Instruments manage repeated innovation while controlling the most demanding mass production process ever designed Provides a blueprint for managing innovation by showing where innovative ideas come from how companies nurture an innovative environment how successful firms organize for innovation and most importantly how innovation can lead to competitive advantage **Peter**

Drucker on Consulting William A. Cohen, 2016 Peter Drucker is known worldwide as The Father of Modern Management But he was also the world's most famous and successful independent consultant The methods developed by Drucker remain highly relevant and continue to be used in today's organizations This book written by Drucker's first executive PhD graduate of the program he developed is the first book to reveal in detail Drucker's methods and ideas as a consultant Jack Welch noted that his success at GE was based on Drucker's consulting advice Bill Bartmann became the 25th wealthiest man in America at one point He too credits Drucker's advice in helping with his success This book is an encyclopaedia of Drucker's consulting approaches and how and when to apply them Any consultant will find this book invaluable However executives and managers will also gain new insight into Drucker's thinking and methods and why they continue to have such tremendous influence over today's organizations

Managing Organizational Change Ian Palmer, Gib Akin, Richard Dunford, 2009 This book provides managers with an awareness of the issues involved in managing change moving them beyond one best way approaches and providing them with access to multiple perspectives that they can draw upon in order to enhance their success in producing organizational change These multiple perspectives provide a theme for the text as well as a framework for the way each chapter outlines different options open to managers in helping them to identify in a reflective way the actions and choices open to them Cover

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