

# Scaling Up Excellence

The Six Mindsets That Distinguish the Best Leaders from the Rest  
 America's Underutilized Resource for Strengthening the STEM Workforce  
 How Exceptional Leaders Master the Flow of Talent  
 Accounting All-in-One For Dummies  
 How to Deal with People Who Treat You Like Dirt  
 How Established Companies Can Develop Successful Innovation Ecosystems  
 The Leadership Approach You Need to Parent with Purpose, Fuel Your Career, and Create a Richer Life  
 The Truth About How Innovative Companies and People Generate Great Ideas  
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## WILLIAMSON BROOKS

**The Six Mindsets That Distinguish the Best Leaders from the Rest** Simon and Schuster  
 A business fable to help you discover your purpose in work and life New from Jon Gordon, the international and Wall Street Journal bestselling author of *The Energy Bus*, *The Seed* takes you on a quest for the meaning and passion behind work. Josh, an up-and-comer at his company, is disenchanted with his job. Challenged by his boss to take two weeks to decide if he really wants to work there, Josh takes off for the country, where he meets a wise farmer who gives him a seed and a promise: find the right place to plant the seed, and his purpose will be revealed. Through Josh's journey cross-country journey, you'll find surprising new sources of wisdom and inspiration in your own business and life. Nobody captures the deeper meaning of business like Jon Gordon, and *The Seed* is his most searching and significant book yet. Whatever your profession, take this insightful look at the purpose behind work, and plant *The Seed* of inspiration in your life!

Harvard Business Press

Controversial and iconoclastic, a veteran corporate manager and business school professor exposes the dangerous myths, fantasies, and delusions that pervade much of the business world today.

**America's Underutilized Resource for Strengthening the STEM Workforce** Currency

How you compensate people is one of the most important strategic decisions your company will make - but few "get it right and out of sight." Nail it and you can add hundreds of percentage points to the bottom line while driving up the energy in the organization. Make the wrong call (or piecemeal the decision together), and the results will create needless drama throughout the organization. Do any of these challenges sound familiar?? "I gave a star performer a raise, and now everyone else is marching into my office, demanding one, too." "If anyone looked closely at our payroll, it would be hard to rationalize why we're paying certain people what we do." "I'm tired of losing our best people to the Googles of the world because we can't match their salaries." Compensation is one of your largest expenses, one you can turn into a strategic advantage in attracting, retaining, and motivating talent (or not accidentally demotivating them). In this highly practical book, the authors share 5 principles for designing effective compensation systems along with plenty of examples from leading small, medium, and large firms across various industries. You'll learn: 1) The #1 mistake business leaders make in setting up their compensation plans 2) The psychological aspects of compensation underpinning successful plans 3) How individual bonuses can backfire 4) The power of gamifying gains to drive up energy and engagement 5) Whether you want to be queen/king or rich!

**How Exceptional Leaders Master the Flow of Talent** Penguin

"Tom Peters' new book is a bundle of beautiful dynamite. While I've been a CEO for 30 years, I still learned much worth knowing from *The Excellence Dividend*. You will too." —John C. Bogle, founder, Vanguard For decades Tom Peters has been preaching the gospel of putting people first, and in today's rapidly changing business environment, this message is more important than ever. With his unparalleled expertise and inimitable charisma, Peters offers brilliantly simple, actionable guidelines for success that any business leader can immediately implement. He provides a roadmap for your organization and for you as an individual to thrive amidst the tech tsunami, and he has a lot of fun doing it. *The Excellence Dividend* is an important new book from one of today's greatest business thinkers.

**Accounting All-in-One For Dummies** Harvard Business Press

How working parents can lead more purposeful lives, characterized by harmony, connection, and impact. Parents in today's fast-paced, disorienting world can easily lose track of who they are and what really matters most. But it doesn't have to be this way. As a parent, you can harness the powerful science of leadership in order to thrive in all aspects of your life. Drawing on the principles of his book *Total Leadership*--a bestseller and popular leadership development program used in

organizations worldwide--and on their experience as researchers, educators, consultants, coaches, and parents, Stew Friedman and coauthor Alyssa Westring offer a robust, proven method that will help you gain a greater sense of purpose and control. It includes tools illustrated with compelling examples from the lives of real working parents that show you how to: Design a future based on your core values Engage with your children in fresh, meaningful ways Cultivate a community of caregiving and support, in all parts of your life Experiment to discover better ways to live and work Powerful, practical, and indispensable, *Parents Who Lead* is the guide you need to forge a better future, foster meaningful and mutually rewarding relationships, and design sustainable solutions for creating a richer life for yourself, your children, and your world. For more information, visit [ParentsWhoLead.net](http://ParentsWhoLead.net).

**How to Deal with People Who Treat You Like Dirt** University of Chicago Press

Scaling Up Excellence Getting to More Without Settling for Less Currency

**How Established Companies Can Develop Successful Innovation Ecosystems** Business Plus

On its initial publication, *Forgive and Remember* emerged as the definitive study of the training and lives of young surgeons. Now with an extensive new preface, epilogue, and appendix by the author, reflecting on the changes that have taken place since the book's original publication, this updated second edition of Charles L. Bosk's classic study is as timely as ever.

**The Leadership Approach You Need to Parent with Purpose, Fuel Your Career, and Create a Richer Life** Princeton University Press

Wall Street Journal Bestseller "The pick of 2014's management books." —Andrew Hill, Financial Times

"One of the top business books of the year." —Harvey Schacter, The Globe and Mail Bestselling author, Robert Sutton and Stanford colleague, Huggy Rao tackle a challenge that determines every organization's success: how to scale up farther, faster, and more effectively as an organization grows. Sutton and Rao have devoted much of the last decade to uncovering what it takes to build and uncover pockets of exemplary performance, to help spread them, and to keep recharging organizations with ever better work practices. Drawing on inside accounts and case studies and academic research from a wealth of industries-- including start-ups, pharmaceuticals, airlines, retail, financial services, high-tech, education, non-profits, government, and healthcare-- Sutton and Rao identify the key scaling challenges that confront every organization. They tackle the difficult trade-offs that organizations must make between whether to encourage individualized approaches tailored to local needs or to replicate the same practices and customs as an organization or program expands. They reveal how the best leaders and teams develop, spread, and instill the right mindsets in their people-- rather than ruining or watering down the very things that have fueled successful growth in the past. They unpack the principles that help to cascade excellence throughout an organization, as well as show how to eliminate destructive beliefs and behaviors that will hold them back. *Scaling Up Excellence* is the first major business book devoted to this universal and vexing challenge and it is destined to become the standard bearer in the field.

**The Truth About How Innovative Companies and People Generate Great Ideas** Little, Brown

There are over 20 million young people of color in the United States whose representation in STEM education pathways and in the STEM workforce is still far below their numbers in the general population. Their participation could help re-establish the United States' preeminence in STEM innovation and productivity, while also increasing the number of well-educated STEM workers. There are nearly 700 minority-serving institutions (MSIs) that provide pathways to STEM educational success and workforce readiness for millions of students of color—and do so in a mission-driven and intentional manner. They vary substantially in their origins, missions, student demographics, and levels of institutional selectivity. But in general, their service to the nation provides a gateway to higher education and the workforce, particularly for underrepresented students of color and those from low-income and first-generation to college backgrounds. The challenge for the nation is how to capitalize on the unique strengths and attributes of these institutions and to equip them with the



resources, exceptional faculty talent, and vital infrastructure needed to educate and train an increasingly critical portion of current and future generations of scientists, engineers, and health professionals. *Minority Serving Institutions* examines the nation's MSIs and identifies promising programs and effective strategies that have the highest potential return on investment for the nation by increasing the quantity and quality MSI STEM graduates. This study also provides critical information and perspective about the importance of MSIs to other stakeholders in the nation's system of higher education and the organizations that support them.

#### **Scaling Up Compensation** Simon and Schuster

Adam Grant, the bestselling author of *Give and Take*, teams with his wife, Allison, to share the lighthearted tale of a gift in search of a giver—a classic in the making and the perfect conversation starter about thoughtfulness. This delightful book—one of Amazon's 2019 Holiday Gift Picks and Most Anticipated Books—is designed to start conversations with kids about generosity. In the tradition of *Goodnight Gorilla*, the words are intentionally spare. The book is meant to be read interactively, with adults posing questions so kids can guess what's happening (and why). Praised by both parents and teachers for sparking imagination and eliciting discussion, the story can be interpreted differently in every family, by every child, and reinterpreted many times over. Give the gift of this clever, earnest book about generosity—a new and nourishing fable for every child's library (and one that includes a delightfully innovative cover approach that requires the reader to unfasten the Velcroed cover for a fun unboxing effect!). It's a gift that keeps on giving. "Truly phenomenal . . . Kristen [Bell]'s favorite book we've read to the kids in a year." --Dax Shepard of the podcast "Armchair Expert"

#### **11 1/2 Practices for Promoting, Managing, and Sustaining Innovation** Simon and Schuster

How to get past the most common myths about creativity to design truly innovative strategies We tend to think of creativity in terms reminiscent of the ancient muses: divinely-inspired, unpredictable, and bestowed upon a lucky few. But when our jobs challenge us to be creative on demand, we must develop novel, useful ideas that will keep our organizations competitive. The *Myths of Creativity* demystifies the processes that drive innovation. Based on the latest research into how creative individuals and firms succeed, David Burkus highlights the mistaken ideas that hold us back and shows us how anyone can embrace a practical approach, grounded in reality, to finding the best new ideas, projects, processes, and programs. Answers questions such as: What causes us to be creative in one moment and void in the next? What makes someone more or less creative than his or her peers? Where do our flashes of creative insight come from, and how can we generate more of them? Debunks 10 common myths, including: the Eureka Myth; the Lone Creator Myth; the Incentive Myth; and The Brainstorming Myth Written by David Burkus, founder of popular leadership blog LDRLB For anyone who struggles with creativity, or who makes excuses for delaying the work of innovation, *The Myths of Creativity* will help you overcome your obstacles to finding new ideas.

#### **Body of Work** John Wiley & Sons

Keep learning, or risk becoming irrelevant. It's a truism in today's economy: the only constant is change. Technological automation is making jobs less routine and more cognitively challenging. Globalization means you're competing with workers around the world. Simultaneously, the internet and other communication technologies have radically increased the potential impact of individual knowledge. The relentless dynamism of these forces shaping our lives has created a new imperative: we must strive to become dynamic learners. In every industry and sector, dynamic learners outperform their peers and realize higher impact and fulfillment by learning continuously and by leveraging that learning to build yet more knowledge. In *Never Stop Learning*, behavioral scientist and operations expert Bradley R. Staats describes the principles and practices that comprise dynamic learning and outlines a framework to help you become more effective as a lifelong learner. The steps include: Valuing failure Focusing on process, not outcome, and on questions, not answers Making time for reflection Learning to be true to yourself by playing to your strengths Pairing specialization with variety Treating others as learning partners Replete with the most recent research about how we learn as well as engaging stories that show how real learning happens, *Never Stop Learning* will become the operating manual for leaders, managers, and anyone who wants to keep thriving in the new world of work.

#### **How Activists Make or Break Radical Innovations** Columbia University Press

The must-read summary of Robert Sutton and Huggy Rao's book: "Scaling Up Excellence: Getting to More Without Settling For Less". This complete summary of the ideas from Robert Sutton and Huggy Rao's book "Scaling Up Excellence" shows you how you can look at a part of your organisation that is working well and get all the other parts to follow. According to Sutton and Rao, this can be difficult to scale up and implement but it is possible. By following their seven mantras for scaling, detailed in this summary, you can make all parts of your business coherent. Added-value of this summary: • Save time • Recognise the good aspects of your business and spread them to the other aspects • Use the Seven Mantras of Scaling to successfully scale a part of your business To learn more, read "Scaling Up Excellence" to learn how you can scale parts of your business successfully and quickly!

#### **Creating Lasting Excellence One Small Step at a Time (EBOOK)** John Wiley & Sons

From the Nobel Prize-winning author of *Thinking, Fast and Slow* and the coauthor of *Nudge*, a revolutionary exploration of why people make bad judgments and how to make better ones—"a tour de force" (*New York Times*). Imagine that two doctors in the same city give different diagnoses to identical patients—or that two judges in the same courthouse give markedly different sentences to people who have committed the same crime. Suppose that different interviewers at the same firm make different decisions about indistinguishable job applicants—or that when a company is handling customer complaints, the resolution depends on who happens to answer the phone. Now imagine that the same doctor, the same judge, the same interviewer, or the same customer service agent makes different decisions depending on whether it is morning or afternoon, or Monday rather than Wednesday. These are examples of noise: variability in judgments that should be identical. In *Noise*, Daniel Kahneman, Olivier Sibony, and Cass R. Sunstein show the detrimental effects of noise in many fields, including medicine, law, economic forecasting, forensic science, bail, child protection, strategy, performance reviews, and personnel selection. Wherever there is judgment, there is noise. Yet, most of the time, individuals and organizations alike are unaware of it. They neglect noise. With a few simple remedies, people can reduce both noise and bias, and so make far better decisions. Packed with original ideas, and offering the same kinds of research-based insights that made *Thinking, Fast and Slow* and *Nudge* groundbreaking *New York Times* bestsellers, *Noise* explains how and why humans are so susceptible to noise in judgment—and what we can do about it.

#### **Superbosses** Lean Scaleup Ug

The old saying goes, "To the man with a hammer, everything looks like a nail." But anyone who has done any kind of project knows a hammer often isn't enough. The more tools you have at your disposal, the more likely you'll use the right tool for the job - and get it done right. The same is true when it comes to your thinking. The quality of your outcomes depends on the mental models in your head. And most people are going through life with little more than a hammer. Until now. The Great

Mental Models: General Thinking Concepts is the first book in The Great Mental Models series designed to upgrade your thinking with the best, most useful and powerful tools so you always have the right one on hand. This volume details nine of the most versatile, all-purpose mental models you can use right away to improve your decision making, productivity, and how clearly you see the world. You will discover what forces govern the universe and how to focus your efforts so you can harness them to your advantage, rather than fight with them or worse yet- ignore them. Upgrade your mental toolbox and get the first volume today. AUTHOR BIOGRAPHY Farnam Street (FS) is one of the world's fastest growing websites, dedicated to helping our readers master the best of what other people have already figured out. We curate, examine and explore the timeless ideas and mental models that history's brightest minds have used to live lives of purpose. Our readers include students, teachers, CEOs, coaches, athletes, artists, leaders, followers, politicians and more. They're not defined by gender, age, income, or politics but rather by a shared passion for avoiding problems, making better decisions, and lifelong learning. AUTHOR HOME Ottawa, Ontario, Canada

#### **Lean Scaleup** McGraw Hill Professional

These days it's increasingly rare to have a stable career in any field. More and more of us are blending big company jobs, startup gigs, freelance work, and volunteer side projects. We take chances to expand our knowledge, capabilities, and experience. But how do we make sense of that kind of career - and explain it? Pamela Slim, the acclaimed author of *Escape from Cubicle Nation*, gives us the tools to have meaningful careers in this new world of work. She shows how to find the connections among diverse accomplishments, sell your story, and continually reinvent and relaunch your brand.

#### **Scaling Up Must Read Summaries**

Managing a high-growth organization requires both strategy and adaptability. Unfortunately, start-up founders and executives seeking to scale up to the next level find all too frequently that growth turns into chaos. Rather than laying the groundwork for the future, organizations get stuck by covering up complex problems with unsustainable band-aids and duct-tape fixes, implementing anecdote-based solutions from the latest tech-industry unicorns or leadership books, and relying on too much on-the-fly learning from inexperienced managers. This book is the definitive guide for leaders of high-growth organizations seeking to understand and execute the people-management principles that are essential to continued success. Combining a wealth of practical experience, well-grounded academic research, and easy-to-apply frameworks, Andrew Bartlow and T. Brad Harris offer a practical toolkit that founders, functional leaders, and managers of people can use to rethink their practices to meet their organizations' needs. They help readers identify the core people-management programs and practices that are best for an organization at its current stage and size while also supporting a foundation for continued development and the capacity to adapt to inevitable surprises. Practical, actionable, and supplemented with numerous diagnostic tools and illustrative examples, *Scaling for Success* is a must-have playbook for organizational leaders pursuing smart and sustainable growth.

#### **Good Boss, Bad Boss** National Academies Press

"This book is a contemporary classic—a shrewd and spirited guide to protecting ourselves from the jerks, bullies, tyrants, and trolls who seek to demean. We desperately need this antidote to the a-holes in our midst."—Daniel H. Pink, best-selling author of *To Sell Is Human* and *Drive* How to avoid, outwit, and disarm assholes, from the author of the classic *The No Asshole Rule* As entertaining as it is useful, *The Asshole Survival Guide* delivers a cogent and methodical game plan for anybody who feels plagued by assholes. Sutton starts with diagnosis—what kind of asshole problem, exactly, are you dealing with? From there, he provides field-tested, evidence-based, and often surprising strategies for dealing with assholes—avoiding them, outwitting them, disarming them, sending them packing, and developing protective psychological armor. Sutton even teaches readers how to look inward to stifle their own inner jackass. Ultimately, this survival guide is about developing an outlook and personal plan that will help you preserve the sanity in your work life, and rescue all those perfectly good days from being ruined by some jerk. "Thought-provoking and often hilarious . . . An indispensable resource."—Gretchen Rubin, best-selling author of *The Happiness Project* and *Better Than Before* "At last . . . clear steps for rejecting, deflecting, and deflating the jerks who blight our lives . . . Useful, evidence-based, and fun to read."—Robert Cialdini, best-selling author of *Influence* and *Pre-Suasion*

#### **Getting to More Without Settling for Less** Vintage

In *Scaling Up Excellence*, bestselling author Robert Sutton and Stanford colleague Huggy Rao tackle a challenge that determines every organization's success: scaling up farther, faster, and more effectively as a program or an organization creates a larger footprint. Sutton and Rao have devoted much of the last decade to uncovering what it takes to build and uncover pockets of exemplary performance, to help spread them, and to keep recharging organizations with ever better work practices. Drawing on inside accounts and case studies and academic research from a wealth of industries - including start-ups, pharmaceuticals, airlines, retail, financial services, high-tech, education, non-profits, government, and healthcare -- Sutton and Rao identify the key scaling challenges that confront every organization. They tackle the difficult trade-offs that organizations must make between "Buddhism" versus "Catholicism" -- whether to encourage individualized approaches tailored to local needs or to replicate the same practices and customs as an organization or program expands. They reveal how the best leaders and teams develop, spread, and instill the right mindsets in their people -- rather than ruining or watering down the very things that have fueled successful growth in the past. They unpack the principles that help to cascade excellence throughout an organization, as well as show how to eliminate destructive beliefs and behaviors that will hold them back. *Scaling Up Excellence* is the first major business book devoted to this universal and vexing challenge. It is destined to become the standard bearer in the field.

#### **Finding Allies, Building Alliances** Penguin

What does it take to change the world? This book will show you how to harness the power of CASCADES to create a revolutionary movement! If you could make a change—any change you wanted—what would it be? Would it be something in your organization or your industry? Maybe something it's in your community or throughout society as a whole? Creating true change is never easy. Most startups don't survive. Most community groups never get beyond small local actions. Even when a spark catches fire and protesters swarm the streets, it often seems to fizzle out almost as fast as it started. The status quo is, almost by definition, well entrenched and never gives up without a fight. In this groundbreaking book, one of today's top innovation experts delivers a guide for driving transformational change. To truly change the world or even just your little corner of it, you don't need a charismatic leader or a catchy slogan. What you need is a cascade: small groups that are loosely connected but united by a common purpose. As individual entities, these groups may seem inconsequential, but when they synchronize their collective behavior as networks, they become immensely powerful. Through the power of cascades, a company can be made anew, an industry disrupted, or even an entire society reshaped. As Satell takes us through past and present movements, he explains exactly why and how some succeed while others fail.

Best Sellers - Books :

• [The Housemaid's Secret: A Totally Gripping Psychological Thriller With A Shocking Twist By Freida Mcfadden](#)

- [America's Cultural Revolution: How The Radical Left Conquered Everything By Christopher F. Rufo](#)
- [Baking Yesteryear: The Best Recipes From The 1900s To The 1980s By B. Dylan Hollis](#)
- [Outlive: The Science And Art Of Longevity By Peter Attia Md](#)
- [Oh, The Places You'll Go!](#)
- [The Alchemist, 25th Anniversary: A Fable About Following Your Dream By Paulo Coelho](#)
- [Love You Forever By Robert Munsch](#)
- [The Legend Of Zelda: Tears Of The Kingdom - The Complete Official Guide: Collector's Edition](#)
- [The Seven Husbands Of Evelyn Hugo: A Novel By Taylor Jenkins Reid](#)
- [The Psychology Of Money: Timeless Lessons On Wealth, Greed, And Happiness](#)