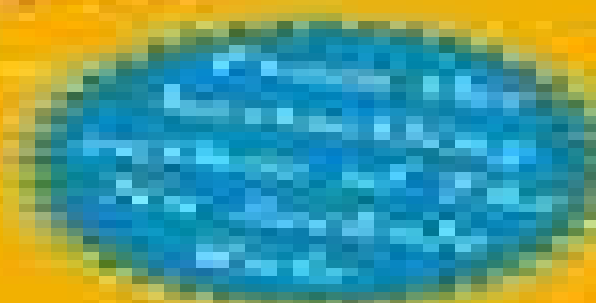


Robert I. Sutton

WEIRD
IDEAS
THAT
WORK

How to Build a
Creative Company



Weird Ideas That Work How To Build A Creative Company

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Weird Ideas That Work Robert I. Sutton, 2007-05-15 A breakthrough in management thinking weird ideas can help every organization achieve a balance between sustaining performance and fostering new ideas To succeed you need to be both conventional and counterintuitive Creativity new ideas innovation in any age they are keys to success Yet as Stanford professor Robert Sutton explains the standard rules of business behavior and management are precisely the opposite of what it takes to build an innovative company We are told to hire people who will fit in to train them extensively and to work to instill a corporate culture in every employee In fact in order to foster creativity we should hire misfits goad them to fight and pay them to defy convention and undermine the prevailing culture **Weird Ideas That Work** codifies these and other proven counterintuitive ideas to help you turn your workplace from staid and safe to wild and woolly and creative In **Weird Ideas That Work** Sutton draws on extensive research in behavioral psychology to explain how innovation can be fostered in hiring managing and motivating people building teams making decisions and interacting with outsiders Business practices like hire people who make you uncomfortable and reward success and failure but punish inaction strike many managers as strange or even downright wrong Yet **Weird Ideas That Work** shows how some of the best teams and companies use these and other counterintuitive practices to crank out new ideas and it demonstrates that every company can reap sales and profits from such creativity **Weird Ideas That Work** is filled with examples drawn from hi and low tech industries manufacturing and services information and products More than just a set of bizarre suggestions it represents a breakthrough in management thinking Sutton shows that the practices we need to sustain performance are in constant tension with those that foster new ideas The trick is to choose the right balance between conventional and weird and now thanks to Robert Sutton's work we have the tools we need to do so

Weird Ideas That Work Robert I. Sutton, 2002 Sutton is a sought after consultant speaker and Stanford professor This book brings together 11 of his proven counter intuitive ideas that work from hiring people that make employers squirm to encouraging projects likely to fail

Create Your Successful Agile Project Johanna Rothman, 2017-10-18 You think agile techniques might be for you but your projects and organization are unique An out of the box agile approach won't work Instead unite agile and lean principles for your project See how to design a IPS approach reap the benefits of collaboration and deliver value For project managers who want to use agile techniques managers who want to start and technical leaders who want to know more and succeed this book is your first step toward agile project success You've tried to use an off the shelf approach to agile techniques and it's not working Instead of a standard method or framework work from agile and lean principles to design your own agile approach in a way that works for you Build collaborative cross functional teams See how small batch sizes and frequent delivery create an environment of trust and transparency between the team management and IPSers Learn about the interpersonal skills that help agile teams work together so well In addition to seeing work and knowing what done means you'll see examples of many possible team

based measurements Look at tools you can use for status reporting and how to use those measurements to help your managers understand what agile techniques buy them Recognize the traps that prevent agile principles from working in too many organizations and what to do about those traps Use agile techniques for workgroups and see what managers can do to create and nurture an agile culture You might be surprised at how few meetings and rituals you need to still work in an agile way Johanna s signature frankness and humor will get you on the right track to design your agile project to succeed What You Need No technical expertise or experience needed just a desire to know more about how you might use agile in your project

Creative Strategy Chris Bilton, Stephen Cummings, 2010-04-26 People tend to think of creativity and strategy as opposites This book argues that they are far more similar than we might expect More than this actively aligning creative and strategic thinking in any enterprise can enable more effective innovation entrepreneurship leadership and organizing for the future By considering strategy as a creative process and vice versa the authors define creative strategy as a mindset which switches between opposing processes and characteristics and which drives every aspect of the business The authors draw experiences and cases from across this false divide from the music industry sports fashion Shakespearean theatre companies creative and media organizations and dance as well as what we might regard as more mundane providers of mainstream products and services to uncover the creative connections behind successful strategy Creative Strategy is a talisman for those looking to take a new path Matt Hardisty Strategy Director Mother Advertising It has been said that business is a hybrid of dancing and calculation the former incorporating the creative within a firm the latter the strategic Bilton and Cummings show how these apparently contradictory processes can be integrated Their insights about how firms can create to strategize and strategize to create are informative for managers and management scholars alike Jay Barney Professor and Chase Chair of Strategic Management Fisher College of Business The Ohio State University In today s world new thinking creativity is required to tackle long standing problems or address new opportunities The trouble is few organizations understand how to foster and apply creativity at least in any consistent manner This book provides new insights into just how that can be done It moves creativity from being just the occasional and fortuitous flash of inspiration to being an embedded feature of the way the organization is run Sir George Cox Author of the Cox Review of Creativity in Business for HM Govt Past Chair of the Design Council

Creative People Must Be Stopped David A Owens, 2011-11-22 A framework for overcoming the six types of innovation killers Everybody wants innovation or do they Creative People Must Be Stopped shows how individuals and organizations sabotage their own best intentions to encourage outside the box thinking It shows that the antidote to this self defeating behavior is to identify which of the six major types of constraints are hindering innovation individual group organizational industry wide societal or technological Once innovators and other leaders understand exactly which constraints are working against them and how to overcome them they can create conditions that foster innovation instead of stopping it in its tracks The author s model of constraints on innovation integrates insights from the vast literature

on innovation with his own observations of hundreds of organizations The book is filled with assessments tools and real world examples The author s research has been featured in the New York Times Wall Street Journal London Guardian and San Jose Mercury News as well as on Fox News and on NPR s Marketplace Includes illustrative examples from leading organizations Offers a practical guide for bringing new ideas to fruition even within a previously rigid organizational culture This book gives people in organizations the conceptual framework and practical information they need to innovate successfully

Creativity in Museum Practice Linda Norris,Rainey Tisdale,2016-06-16 With this book museum professionals can learn how to unleash creative potential throughout their institution Drawing from a wide range of research on creativity as well as insights from today s most creative museum leaders the authors present a set of practical principles about how museum workers at any level not just those in creative positions can make a place for creativity in their daily practice Replete with creativity exercises and stories from the field the book guides readers in developing an internal culture of creative learning as well as delivering increased value to museum audiences

The Nonprofit Imagineers Ben Vorspan,2023-05-25 What do Disney Imagineering and nonprofit organizations have in common More than you think Although nonprofits are rarely known as creative powerhouses we ll explore how to use the same principles that make Disney Imagineering the gold standard of imaginative thinking to transform your organization into an equally inventive and creative environment The Nonprofit Imagineers explores how more innovation can happen at nonprofits no matter how small the budget how meager the staff how tight the board oversight or how limited the time commitment Using more than 100 real life examples from theme parks movies and Walt Disney s life you will come away inspired to experiment with Disney Imagineering principles such as blue sky meetings storytelling creative intent kinetics plussing and weenies Yes weenies This book is perfect for employees managers board members and volunteers at schools faith based organizations community centers and assorted other organizations of all sizes looking to use creativity to improve their programming fundraising and relationship with their families members and donors *Business Week* ,2007 *The Conference Board Review* ,2007

Practically Radical William C. Taylor,2011-01-04 The most powerful and instructive change manual you ll ever read It will persuade and inspire you to change your business your work and maybe your life Daniel H Pink bestselling author of *A Whole New Mind* In *Practically Radical* William C Taylor the New York Times bestselling co author of *Mavericks at Work* offers a refreshing rigorous new look at pragmatic ways to shake things up and make positive change in difficult times Exploring how twenty five for profit companies and nonprofit organizations including IBM Zappos Swatch the Girl Scouts and Interpol made remarkable strides in tough circumstances *Practically Radical* raises and answers the make or break questions facing today s leaders in every field Do you see opportunities the competition doesn t see The most successful organizations embrace one of a kind ideas in a world filled with me too thinking Do you have new ideas about where to look for new ideas Routine practices in one field can be revolutionary when they migrate to another Are you the most of anything In business today the middle of

the road is the road to ruin Are you getting the best contributions from the most people Change is not a game best played by loners Anything but your typical business book Practically Radical is a must own for small business owners and CEOs for managers at all levels and innovators and entrepreneurs of every stripe *Summary: Weird Ideas that Work* BusinessNews Publishing, 2014-09-29 The must read summary of Robert Sutton's book *Weird Ideas that Work* 11 1 2 Practices for Promoting Managing and Sustaining Innovation This summary of the ideas from Robert Sutton's book *Weird Ideas that Work* shows that almost all highly creative companies do weird things and refuse to do the same as everyone else By doing this creative companies consistently develop new ways of thinking and acting In his book the author presents 11 1 2 weird ideas for sparking business innovation He also explains concrete ways to build an organisation where innovation flourishes and becomes a way of life This summary will teach you the importance of creativity in your company and how you can start changing the way you do things in order to stay ahead Added value of this summary Save time Understand key concepts Expand your business knowledge To learn more read *Weird Ideas that Work* and find out why you should become an expert in the art of innovation in order to stay on top *Qué pasa* ,2007 **Sparking Innovation** Fifty Lessons, 2008 The Lessons Learned Series Wondering how the most accomplished leaders from around the globe have tackled their toughest challenges Now you can find out with Lessons Learned Concise and engaging each volume in this new series offers twelve to fourteen insightful essays by top leaders in business the public sector and academia on the most pressing issues they've faced A crucial resource for today's busy executive Lessons Learned gives you instant access to the wisdom and expertise of the world's most talented leaders Featuring interviews with Clayton Christensen Harvard Business School Shelly Lazarus Ogilvy Mather Worldwide Jimmy Wales Wikipedia Robert Herbold Microsoft *Business 2.0* ,2002 **It's a Matter of Packaging** Viction:workshop, 2006 In the 21st Century packaging counts at least as much as the product within In a fiercely competitive commercial world where products clammer for attention the consumer has become incredibly discerning about how a product is presented Marketers know that people pay not only for the product but for the packaging as well It's a Matter of Packaging is number 4 in *A Matter of Design* sTM brilliant new series and it is an elite array of the hottest contemporary packaging designs from all around the globe It covers everything from the product itself to whatever encases it including bags and boxes of all shapes and materials Categories covered include cosmetics food and beverages CD albums fashion furniture seasonal items and more **Harvard Business Review** ,2007 *The Standard* ,1914 **Life Association News** ,1913 *Macworld* ,1994 **Small Business Forum** ,1996

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