

Robert I. Sutton

WEIRD  
IDEAS  
THAT  
WORK

*How to Build a  
Creative Company*

*From the  
bestselling  
author of The  
No Asshole  
Rule*

# Weird Ideas That Work

**Mark Twain**

## Weird Ideas That Work:

**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 counterintuitive ideas that work from hiring people that make employers squirm to encouraging projects likely to fail. **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 hiring 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, 2002-03-02 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 No one is against creativity Everyone agrees that creativity is a

very good thing in people and in companies The creative industries are where the action is so creativity must be a good thing However it s not altogether clear what creativity is and it certainly isn t easy to work out how to encourage it to manage it and above all how to profit from it

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**Weird Ideas that Work** ,2010 **Weird Ideas That Work** Bob Sutton,Robert I Sutton,2002-02 There is a concern even obsession with creativity in the workplace This book begins by demystifying creativity at work and goes on to show how companies have managed and mismanaged the creative potential of their staff

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Twain,1918 **Principles of Risk Analysis** Charles Yoe,2016-04-19 In every decision context there are things we know and things we do not know Risk analysis uses science and the best available evidence to assess what we know and it is intentional in the way it addresses the importance of the things we don t know **Principles of Risk Analysis Decision Making Under**

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