

Searching for a Corporate Savior

The Irrational Quest for Charismatic CEOs



Rakesh Khurana

Searching For A Corporate Savior The Irrational Quest For Charismatic Ceos

John Marchica



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Searching for a Corporate Savior Rakesh Khurana, 2002 Corporate CEOs are headline news Stock prices rise and fall at word of their hiring and firing Yet we know surprisingly little about how CEOs are selected and dismissed or about their true power This text takes us into the often secretive world of the CEO selection process *The Accountable Organization* John Marchica, 2004 This books lays out the strategies guidelines and tools to help anyone with the desire to influence change in organizations move from purpose to action *Searching for a Corporate Savior* Rakesh Khurana, 2011 Corporate CEOs are headline news Stock prices rise and fall at word of their hiring and firing Business media debate their merits and defects as if individual leaders determined the health of the economy Yet we know surprisingly little about how CEOs are selected and dismissed or about their true power This is the first book to take us into the often secretive world of the CEO selection process Rakesh Khurana s findings are surprising and disturbing In recent years he shows corporations have increasingly sought CEOs who are above all else charismatic whose fame and force of personality impress analysts and the business media but whose experience and abilities are not necessarily right for companies specific needs The labor market for CEOs Khurana concludes is far less rational than we might think Khurana s findings are based on a study of the hiring and firing of CEOs at over 850 of America s largest companies and on extensive interviews with CEOs corporate board members and consultants at executive search firms Written with exceptional clarity and verve the book explains the basic mechanics of the selection process and how hiring priorities have changed with the rise of shareholder activism Khurana argues that the market for CEOs which we often assume runs on cool calculation and the impersonal forces of supply and demand is culturally determined and too frequently inefficient Its emphasis on charisma artificially limits the number of candidates considered giving them extraordinary leverage to demand high salaries and power It also raises expectations and increases the chance that a CEO will be fired for failing to meet shareholders hopes The result is corporate instability and too little attention to long term strategy The book is a major contribution to our understanding of corporate culture and the nature of markets and leadership in general *Erfolgsunternehmen - empirisch belegte Wege an die Spitze* Hanno Goffin, 2019-11-29 Lernen Sie in diesem Buch ber Unternehmenserfolg worauf es wirklich ankommt Wenn sich Experten diesem Thema widmen geht es immer nur um das Was jedoch nie wirklich um das Wie hnlich verh lt es sich bei den unz higen Management Ratgebern die den Markt berfluten Dieses Buch ber Unternehmenserfolg macht es anders Hanno Goffin erkl rt Ihnen nicht was Sie tun m ssen sondern richtet seinen Fokus darauf wie Sie Ihre Ziele erreichen So werden Sie Teil der oberen 20 Prozent Dieses Buch zeigt Ihnen dass die eigentliche H rde beim Unternehmenserfolg im Weg vom Was zum Wie liegt Hier finden Sie die Erkenntnisse hunderter Untersuchungen zum unternehmerischen Erfolg zusammengefasst in einem ganzheitlichen Konzept Einleitend zeigt der Autor was Erfolg ausmacht und erl utert in den weiteren Kapiteln ausf hrlich die Aspekte des Wie zum Beispiel Gesch ftsideen Unternehmensstrategien und entwicklung Unternehmensf hrung Gesch

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professional service The authors reveal how the globalization of executive search is exemplary of the processes by which a range of new knowledge intensive professional services have come to be globally recognized approaching the heart of contemporary capitalism

Corporate Governance Robert A. G. Monks, Nell Minow, 2008-03-07 The new edition of this successful text offers an indispensable guide to the key concepts of corporate governance every student and business professional should know It includes more exercises and student questions penetrating analysis of the latest examples of corporate failure and controversy and the lively cases in point which have characterized previous editions Features 16 case studies of corporations in crisis including General Motors American Express Time Warner IBM and Premier Oil Contains an invaluable web link to The Corporate Library the leading independent research firm dedicated to corporate governance Includes an Appendix with an overview of CG Guidelines and Codes of Best Practice in Emerging Markets

Selectors John E. Jayne, C. Ambrose Rogers, 2002-08-11 Though the search for good selectors dates back to the early twentieth century selectors play an increasingly important role in current research This book is the first to assemble the scattered literature into a coherent and elegant presentation of what is known and proven about selectors and what remains to be found The authors focus on selection theorems that are related to the axiom of choice particularly selectors of small Borel or Baire classes After examining some of the relevant work of Michael and Kuratowski Ryll Nardzewski and presenting background material the text constructs selectors obtained as limits of functions that are constant on the sets of certain partitions of metric spaces These include selection theorems for maximal monotone maps for the subdifferential of a continuous convex function and for some geometrically defined maps namely attainment and nearest point maps Assuming only a basic background in analysis and topology this book is ideal for graduate students and researchers who wish to expand their general knowledge of selectors as well as for those who seek the latest results

Harvard Business Review, 2003

Global Boards Andrew Kakabadse, Nada Kakabadse, 2009-09-16 Global Boards emphasises that today's global directors must exercise shareholder discipline together with sensitive stakeholder influence This book warns against the desire for one governance reality and in contrast provides guidance on how a diversity of strategic policy and personal skills ensures effective director performance better guaranteeing continued wealth creation Book Jacket

Ethics Across the Professions Clancy W. Martin, Wayne Vaught, Robert C. Solomon, 2010 The most up to date reader with cases in professional ethics available What does it mean to be an ethical professional A professional career can be so demanding that it permeates every aspect of a person's life and personality In light of this fact it is especially important for students who are planning to enter a chosen profession to understand its moral status moral virtues and possible moral pitfalls so that they will be equipped to deal with the inevitable moral quandaries that they will encounter as professionals The most up to date professional ethics reader available Ethics Across the Professions analyzes the complex ethical issues that arise in such fields as engineering finance healthcare journalism and law Featuring a wide array of both classic and contemporary sources it ranges from works

by Aristotle and Kant to selections by Michael Bayles Sissela Bok Paul Ekman and Thomas Nagel Organized topically the anthology covers what it means to be a professional outlines several ethical models and addresses key issues including deception in professional life privacy loyalty social welfare conflicts of interest and self regulation The book includes detailed chapter introductions several practical case studies at the end of each chapter and provocative discussion questions on issues like whistle blowing the Iraq War educating illegal immigrant children and advertisements for pharmaceutical companies Edited by three renowned ethicists *Ethics Across the Professions* is especially suited for introductory professional ethics courses taught in philosophy departments as well as in nursing schools business schools and other professional programs *Scandinavian Perspectives on Management Consulting* Steinar Bjartveit, Göran Roos, 2005 **Harper's**, 2002

The New Republic Herbert David Croly, 2002 **Enabling Creative Chaos** Katherine Kang-Ning Chen, 2009-09 In the summer of 2008 nearly fifty thousand people traveled to Nevada's Black Rock Desert to participate in the countercultural arts event Burning Man Founded on a commitment to expression and community the annual weeklong festival presents unique challenges to its organizers Over four years Katherine K Chen regularly participated in organizing efforts to safely and successfully create a temporary community in the middle of the desert under the hot August sun *Enabling Creative Chaos* tracks how a small underfunded group of organizers transformed into an unconventional corporation with a ten million dollar budget and two thousand volunteers Over the years Burning Man's organizers have experimented with different management models learned how to recruit motivate and retain volunteers and developed strategies to handle regulatory agencies and respond to media coverage This remarkable evolution Chen reveals offers important lessons for managers in any organization particularly in uncertain times *The Rise of the Japanese Specialist Manufacturer* Ferguson Evans, 2008-09-30 Manufacturing forms the base of the Japanese economy and will continue to do so It is supported by a host of specialists both in end user products and intermediary components Many of these specialists are not behemoths they can be described as leading medium sized enterprises or LMEs This book traces the rise of these LMEs It shows how they forged their own course often at variance with the ideas of the central authorities honing their art of monozukuri or making things At each point in the historical narrative actual entrepreneurs and the LMEs they created are cited Having contributed handsomely to Japan's industrial evolution from industrialization to the information age these LMEs are now globalizing and in so doing assuming a role as East Asian regional specialists **Nonverbal Communication** Judith A. Hall, Mark L. Knapp, 2013 This handbook series aims to integrate knowledge of communication structures and processes It is global in orientation dedicated to cultural and epistemological diversity as well as different scholarly approaches The series features volumes on messages codes and channels mode of address communication situations and context methodology in communication science and application areas The latter features volumes devoted to a large range of specialist areas of communication science The series as a whole aims at meeting the needs of undergraduates postgraduates academics and

researchers across the area of communication studies

Selected New Books New Jersey State Library, 2003-05

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