



# Managing Value in Organisations: New Learning, Management, and Business Models

*Donal Carroll*

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The song of organisational change goes: 'Ready or not, here I come. You can't hide...' But is change collapsonomics - everything - or have some things not changed? Managing Value in Organisations argues that traditional business thinking has produced low trust with high cost in increased disengagement: the 100 year old management model still accrues organisational debt, the business model privileges producers, and the learning model pretends individual learning produces collective learning. All are now barriers to development.

Working with five organisations, Donal Carroll reinvents the management model to multiply trust, the business model for more complex customer value, and learning model for significant collective learning. He provides evidence that together, these get organisations to their next stage of development faster. In a climate of perceived increasing uncertainty and 'more for less' it invites organisations to move from default models and choose their models to 'live on purpose'.

This applied business research has many new ideas: value creating research method, three new models, 'techniques' for organisations to self-assess and construct their next stage, as well as 'fecund argument, productive interference, organisational orphans' and 'facing down Facebook '. It invites readers on a risky narrative, testing one idea in five organisations, over one year through two journeys - the organisations' and writer's. A different business book, it seeks to capture the 'poetry and plumbing' excitement of management innovation.

Managers at every level, coaches, consultants, business scholars, researchers, anyone seeking sustainable improvement, or who thinks the impossible can't be reached will find something here.

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