

# Hls Business Solutions

Lisa A. Ditullio

**Leading Teams** Harvard Business School Press,2006 This user-friendly guide presents the proven strategies of top experts on creating and guiding effective work teams From recruiting and motivating members to setting ground rules and mediating problems, Leading Teams arms managers with a step-by-step plan and practical tools for maximizing productivity in any team setting. Key features Instructs readers how to: Organize a team with complimentary skills Clarify team goals, roles, and responsibilities Foster trust, creativity, and risk-taking Get teams back on track after a setback Collaborate to achieve team objectives

*Simple Solutions* Lisa A. Ditullio,2007-09 In Simple Solutions: How Enterprise Project ManagementSupported Harvard Pilgrim Health Care's Journey from Near Collapse to #1, author Lisa DiTullio, renowned speaker and successful business leader, shares project management practices which supported the Boston-based health insurance company on its path from crisis in 1999 to national acclaim today. In a straightforward style, Lisa shows you how you can successfully introduce project management in any organization. Learn how to fight for the CAUSE, using five simple strategies: Communicate, Advocate, Understand, Systemize, and Effect. Lisa highlights easy ways to implement each strategy. She also presents simple practices and shares real-life perspectives from key business stakeholders within Harvard Pilgrim Health Care-all of whom have participated in the company's amazing success. Lisa's personal approach to project management is simple yet vital to business success: Serve vanilla. In spite of all the flavors offered, it is still the most popular. Project management does not need to be complex or complicated to support an organization's business needs. Keeping it simple actually allows companies to develop project management competency that becomes part of the organizational culture over time. Lisa believes project management tools should support project delivery processes in their simplest form and should be enhanced only when needed. Because team dynamics are a key influence on project success, finding a way to better manage group challenges from a management and communications perspective improves the team's internal dynamics as well as group performance. Simple Solutions is a must for anyone who strives to transform their organization for success.

**HBR's 10 Must Reads 2023** Harvard Business Review,Adam M. Grant,Francesca Gino,Fred Reichheld,Linda A. Hill,2022-10-18 A year's worth of management wisdom, all in one place. We've reviewed the ideas, insights, and best practices from the past year of Harvard Business Review to keep you up to date on the most cutting-edge, influential thinking driving business today. With authors from Francesca Gino to Adam Grant and company examples from Pfizer to Microsoft, this volume brings the most current and important management conversations right to your fingertips. This book will inspire you to: Adopt the best practices for creating a truly flexible workplace Refocus your strategy to prioritize the few initiatives with the greatest potential impact Navigate the challenges of role transitions--and learn how those in changing roles can get up to speed faster Implement diversity training that will help employees overcome bias and commit to improvement Overcome roadblocks during the innovation process so rapid experimentation will pay off Lead with a commitment to sustainability This collection of articles includes The Future of Flexibility at Work, by Ellen Ernst Kossek, Patricia Gettings, and Kaumudi Misra; Eliminate Strategic Overload, by Felix Oberholzer-Gee; Drive Innovation with Better Decision-Making, by Linda A. Hill, Emily Tedards, and Taran Swan; Unconscious Bias Training that Works, by Francesca Gino and Katherine Coffman; Why You Aren't Getting More from Your Marketing AI, by Eva Ascarza, Michael Ross, and Bruce G.S. Hardie; Net Promoter 3.0, by Fred Reichheld, Darci Darnell, and Maureen Burns; How Chinese Retailers are Reinventing the Customer Journey, by Mark J. Greeven, Katherine Xin, and George S. Yip; The Circular Business Model, by Atalay Atasu, Céline Dumas, and Luk N. Van Wassenhove; How to Succeed Quickly in a New Role, by Rob Cross, Greg Pryor, and David Sylvester; Accounting for Climate Change, by Robert S. Kaplan and Karthik Ramanna; and Persuading the Unpersuadable, by Adam Grant. HBR's 10 Must Reads paperback series is the definitive collection of books for new and experienced leaders alike. Leaders looking for the inspiration that big ideas provide, both to accelerate their own growth and that of their companies, should look no further. HBR's 10 Must Reads series focuses on the core topics that every ambitious manager needs to know: leadership, strategy, change, managing people, and managing yourself. Harvard Business Review has sorted through hundreds of articles and selected only the most essential reading on each topic. Each title includes timeless advice that will be relevant regardless of an ever-changing business environment.

*Managing Teams* Harvard Business Review,2010-10-01 Leading teams is an essential skill every manager must possess. To do it effectively, you must know how to instill commitment in your team, improve communication among group members, and diagnose common problems that can derail a team. In this book, you'll find valuable advice and proven strategies for managing teams, including how to: · Diagnose common problems that can impede team progress · Take corrective measures to remove team problems and improve performance · Resolve team conflicts · Promote interdependence within teams

**HBR Guide to Coaching Employees (HBR Guide Series)** Harvard Business Review,2014-11-18 Help your employees help themselves. As a manager in today's business world, you can't just tell your direct reports what to do: You need to help them make their own decisions, enable them to solve tough problems, and actively develop their skills on the job. Whether you have a star on your team who's eager to advance, an underperformer who's dragging the group down, or a steady contributor who feels bored and neglected, you need to coach them: Help shape their goals—and support their efforts to achieve them. In the HBR Guide to Coaching Employees you'll learn how to: Create realistic but inspiring plans for growth Ask the right questions to engage your employees in the development process Give them room to grapple with problems and discover solutions Allow them to make the most of their expertise while compelling them to stretch and grow Give them feedback they'll actually apply Balance coaching with the rest of your workload Arm yourself with the advice you need to succeed on the job, from a source you trust. Packed with how-to essentials from leading experts, the HBR Guides provide smart answers to your most pressing work challenges.

*Innovative Teams (HBR 20-Minute Manager Series)* Harvard Business Review,2015-04-07 Don't leave creativity up to the creatives in your organization. Fostering creativity within your team can help your organization solve problems, create innovative products, break out into a new market, and even communicate and collaborate more effectively. Innovative Teams shows you how to: Create the right environment for inventive thinking Build a diverse team Generate a wide array of new ideas Manage disagreements Make sure your ideas actually get implemented Don't have much time? Get up to speed fast on the most essential business skills with HBR's 20-Minute Manager series. Whether you need a crash course or a brief refresher, each book in the series is a concise, practical primer that will help you brush up on a key management topic. Advice you can quickly read and apply, for ambitious professionals and aspiring executives--from the most trusted source in business. Also available as an ebook.

*Harvard Business Review on Fixing Healthcare from Inside & Out* Harvard Business Review,2011-04-12 How can management cure health care's ills? If you need the best practices and ideas for transforming health care--but don't have time to find them--this book is for you. Here are 10 inspiring and useful perspectives, all in one place. The HBR articles in this collection propose several remedies: - Organizing doctors into teams - Focusing incentives on patients' recovery - Saving lives and dollars by designing clearer work processes - Sharing knowledge through industry networks - Knocking down barriers to innovation in funding, policy, and technology - Treating common ailments with simpler interventions - Bridging the divide between clinicians and administrators - Ramping up R&D productivity by returning power to scientists

**Harvard Business Review 20-Minute Manager Ultimate Boxed Set (16 Books)** Harvard Business Review,2019-02-19 The perfect gift for aspiring leaders: 16 volumes of HBR 20-Minute Manager. This 16-volume, specially priced boxed set makes a perfect gift for aspiring leaders who are short on time but need advice fast, on topics from creating business plans and giving feedback to managing time and presentations. The set includes: Creating Business Plans Delegating Work Difficult Conversations Finance Basics Getting Work Done Giving Effective Feedback Innovative Teams Leading Virtual Teams Managing Projects Managing Time Managing Up Performance Reviews Presentations Running Meetings Running Virtual Meetings Virtual Collaboration. Don't have much time? Get up to speed fast on the most essential business skills with HBR's 20-Minute Manager series. Whether you need a crash course or a brief refresher, each book in the series is a concise, practical primer that will help you brush up on a key management topic. Advice you can quickly read and apply, for ambitious professionals and aspiring executives--from the most trusted source in business. Also available as an ebook.

**HBR Guide to Executing Your Strategy** Harvard Business Review,2023-08-29 Put your strategy into action. Even the best competitive

strategies mean nothing if they aren't executed well. Yet many organizations struggle when they move from defining a strategy to actually applying it. Somehow, all the careful planning falls apart, initiatives fail, and leaders are left wondering how to pick up the pieces. The HBR Guide to Executing Your Strategy is here to help. This book offers leaders and managers tips and advice for sharing the strategy with your employees, making the shift toward the right objectives, and seeing your strategy come to fruition. You'll learn how to: Understand the why behind your strategy Identify the capabilities you have—and the ones you need Communicate objectives and priorities effectively to your team Prioritize strategic projects and let go of outdated ones Encourage cross-silo collaboration toward organizational goals Adjust course when necessary Arm yourself with the advice you need to succeed on the job, with the most trusted brand in business. Packed with how-to essentials from leading experts, the HBR Guides provide smart answers to your most pressing work challenges.

**Improving Business Processes** Harvard Business Review,2010-08-01 In challenging times, companies must serve their customers faster and more efficiently. This makes improving your business processes more critical than ever. In this book, you'll learn key steps for carrying out a business process improvement initiative, including how to: -Plan a business process improvement initiative -Analyze and redesign a current process that needs improvement -Obtain the resources needed to change a process -Develop a systematic approach for creating and implementing change

HBR Guide to Managing Flexible Work (HBR Guide Series) Harvard Business Review,2022-05-24 Find a way to work that works for you. The 9-to-5 office routine no longer exists. Many employees have the option to work anywhere, any time. But how do you find the flexible arrangement that's right for you? And how do you manage a team when they're all working in different places and on different schedules? The HBR Guide to Managing Flexible Work is filled with practical tips and advice to help you and your team stay productive and connected, no matter when or where you work. You'll learn how to: Set a flexible work schedule that meets your needs Remain connected and visible Get more done—in less time Make the most of hybrid meetings Keep your team engaged, both in person and virtually Arm yourself with the advice you need to succeed on the job, with the most trusted brand in business. Packed with how-to essentials from leading experts, the HBR Guides provide smart answers to your most pressing work challenges.

HBR Guide to Collaborative Teams (HBR Guide Series) Harvard Business Review,2021-08-03 Break down the barriers to effective collaboration. For cross-functional projects to work, you need to bring together diverse ideas and resources from across your organization. But office politics, conflicting objectives, and lack of clear authority can get in the way. The HBR Guide to Collaborative Teams provides practical tips and advice to help you collaborate more effectively. Whether you're leading your own direct reports or building a talented group from disparate parts of your organization, you'll discover how to align others' goals and skills so you can solve problems as a team and deliver great results. You'll learn to: Develop a shared purpose Bust departmental silos Lead employees who don't report to you Overcome conflict and turf wars Prevent collaborative overload and fatigue Use the right tools for virtual information sharing Arm yourself with the advice you need to succeed on the job, with the most trusted brand in business. Packed with how-to essentials from leading experts, the HBR Guides provide smart answers to your most pressing work challenges.

**5 Years of Must Reads from HBR: 2023 Edition (5 Books)** Harvard Business Review,2023-05-30 Five years' worth of management wisdom, all in one place. Get the latest, most significant thinking from the pages of Harvard Business Review in 5 Years of Must Reads from HBR: 2023 Edition. Every year, HBR editors examine the ideas, insights, and best practices from the past twelve months to select the definitive articles that have provoked the most conversation and inspired the most change. From eliminating strategic overload, to persuading the unpersuadable, to the future of flexibility at work, the articles in this five-book collection will help you manage your daily challenges and meet the changing competitive landscape head-on. Books in HBR's 10 Must Reads series offer essential reading selected from the pages of Harvard Business Review on topics critical to the success of every manager. Each book is packed with advice and inspiration from leading experts, such as Michael Porter, Frances X. Frei, Marcus Buckingham, Adam Grant, Joan C. Williams, Roger Martin, Robert Livingston, and Katrina Lake. Company examples range from P&G, UPS, and Pfizer to Alibaba, Microsoft, and Stitch Fix. 5 Years of Must Reads from HBR: 2023 Edition brings the most current and important business conversations to your fingertips.

The Harvard Business Review Manager's Handbook Harvard Business Review,2016-12-13 The one primer you need to develop your managerial and leadership skills. Whether you're a new manager or looking to have more influence in your current management role, the challenges you face come in all shapes and sizes—a direct report's anxious questions, your boss's last-minute assignment of an important presentation, or a blank business case staring you in the face. To reach your full potential in these situations, you need to master a new set of business and personal skills. Packed with step-by-step advice and wisdom from Harvard Business Review's management archive, the HBR Manager's Handbook provides best practices on topics from understanding key financial statements and the fundamentals of strategy to emotional intelligence and building your employees' trust. The book's brief sections allow you to home in quickly on the solutions you need right away—or take a deeper dive if you need more context. Keep this comprehensive guide with you throughout your career and be a more impactful leader in your organization. In the HBR Manager's Handbook you'll find: - Step-by-step guidance through common managerial tasks - Short sections and chapters that you can turn to quickly as a need arises - Self-assessments throughout - Exercises and templates to help you practice and apply the concepts in the book - Concise explanations of the latest research and thinking on important management skills from Harvard Business Review experts such as Dan Goleman, Clayton Christensen, John Kotter, and Michael Porter - Real-life stories from working managers - Recaps and action items at the end of each chapter that allow you to reinforce or review the ideas quickly The skills covered in the book include: - Transitioning into a leadership role - Building trust and credibility - Developing emotional intelligence - Becoming a person of influence - Developing yourself as a leader - Giving effective feedback - Leading teams - Fostering creativity - Mastering the basics of strategy - Learning to use financial tools - Developing a business case

**HBR Guide to Managing Strategic Initiatives** Harvard Business Review,2020-02-11 This big initiative could make or break this fiscal year--or your career. Managing a successful strategic initiative may be the key to transforming your company--and propelling your career forward. Yet running a cross-functional team on a high-profile project can present a multitude of challenges and risks, causing even the most experienced manager to struggle. The HBR Guide to Managing Strategic Initiatives provides practical tips and advice to help you manage all the stages of an initiative's life cycle, from buy-in to launch to scaling up. You'll learn how to: Win--and keep--support for your new initiative Move rapidly from approval to implementation Assemble transformative, high-performing initiative teams Maintain the confidence of sponsors and stakeholders Stay on schedule and within budget Avoid initiative overload by killing projects that aren't meeting business needs Keep multiple initiatives in strategic alignment Arm yourself with the advice you need to succeed on the job, from a source you trust. Packed with how-to essentials from leading experts, the HBR Guides provide smart answers to your most pressing work challenges.

*The Financial Times Guide to Business Networking* Heather Townsend,2014-07-31

HBR Guide to Navigating the Toxic Workplace Harvard Business Review,2024-01-16 Is your workplace toxic? Toxic workplaces take many forms. Whether you're dealing with a narcissistic boss, a backstabbing colleague, endless microaggressions, or a culture of overwork and burnout, it can feel impossible to know what to do. Should you address the issue directly, play office politics, go to HR, or just keep your head down? The HBR Guide to Navigating the Toxic Workplace will help you set boundaries and change what you can while maintaining your mental health and self-respect through some of the toughest interpersonal challenges you'll face at work. You'll learn how to: Recognize what's fixable Help bring problems to light Keep your performance up Protect your reputation and your career Prevent a toxic culture from infecting your team Rebuild trust and psychological safety Move on if you choose, without burning bridges Arm yourself with the advice you need to succeed on the job, with the most trusted brand in business. Packed with how-to essentials from leading experts, the HBR Guides provide smart answers to your most pressing work challenges.

**HBR Management Tips Collection (2 Books)** Harvard Business Review,2020-12-08 Quick, practical management advice from Harvard Business Review to help you do your job better. Drawing from HBR's popular Management Tip of the Day newsletter, these concise, handy guides are packed with easy-to-read tips on a broad range of topics. Each book puts the best management practices and insights, from top thinkers in the field, right at

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Managing Teams in the Hybrid Age: The HBR Guides Collection (8 Books) Harvard Business Review,2023-06-13 Lead your hybrid team to success. The strictly nine-to-five office routine no longer exists, and you may be managing a team that works in several different locations at different times of day. How can you keep your team engaged and remain connected and visible, both in person and virtually? Managing Teams in the Hybrid Age: The HBR Guides Collection offers ideas and strategies to lead your team to its highest, most productive potential, whether they're working across the table or across an ocean. Included in this eight-book set are: HBR Guide to Managing Flexible Work, HBR Guide to Remote Work, HBR Guide to Being a Great Boss, HBR Guide to Leading Teams, HBR Guide to Making Every Meeting Matter, HBR Guide to Motivating People, HBR Guide to Collaborative Teams, and HBR Guide to Beating Burnout. You'll learn how to: Adjust to the flexible work arrangements that promote productivity and inclusion for you and your team members Craft a work-from-home routine that makes it easier, rather than harder, to work remotely Embody what it means to be a supportive and successful leader Create an efficient, collaborative, and motivated team Hold purposeful, engaging, and efficient meetings Prioritize employees' professional development and job satisfaction Use passion and influence to promote effective collaborative teams Make the necessary changes to prevent burnout Arm yourself with the advice you need to succeed on the job, with the most trusted brand in business. Packed with how-to essentials from leading experts, the HBR Guides provide smart answers to your most pressing work challenges.

*HBR's 10 Must Reads 2021* Harvard Business Review,Marcus Buckingham,Amy C. Edmondson,Peter Cappelli,Laura Morgan Roberts,2020-10-06 A year's worth of management wisdom, all in one place. We've reviewed the ideas, insights, and best practices from the past year of Harvard Business Review to keep you up-to-date on the most cutting-edge, influential thinking driving business today. With authors from Marcus Buckingham to Amy Edmondson and company examples from Lyft to Disney, this volume brings the most current and important management conversations right to your fingertips. This book will inspire you to: Rethink whether constant, candid feedback really helps employees thrive Move beyond diversity and inclusion to creating a racially just workplace Adopt connected strategies that anticipate your customers' needs Navigate the challenges of dual-career relationships Understand when data creates competitive advantage—and when it doesn't Break through the organizational barriers that impede AI initiatives Lead in a new era of climate action This collection of articles includes “The Feedback Fallacy,” by Marcus Buckingham and Ashley Goodall; “Cross-Silo Leadership,” by Tiziana Casciaro, Amy C. Edmondson, and Sujin Jang; “Toward a Racially Just Workplace,” by Laura Morgan Roberts and Anthony J. Mayo; “The Age of Continuous Connection,” by Nicolaj Siggelkow and Christian Terwiesch; “The Hard Truth about Innovative Cultures,” by Gary P. Pisano; “Creating a Trans-Inclusive Workplace,” by Christian N. Thoroughgood, Katina B. Sawyer, and Jennica R. Webster; “When Data Creates Competitive Advantage,” by Andrei Hagiu and Julian Wright; “Your Approach to Hiring Is All Wrong,” by Peter Cappelli; “How Dual-Career Couples Make It Work,” by Jennifer Petriglieri; “Building the AI-Powered Organization,” by Tim Fountaine, Brian McCarthy, and Tamim Saleh; “Leading a New Era of Climate Action,” by Andrew Winston; and “That Discomfort You’re Feeling Is Grief,” by Scott Berinato.

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