

# EXPONENTIAL ORGANIZATIONS

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Why new organizations are ten times  
better, faster, and cheaper than yours  
(and what to do about it)

**SALIM ISMAIL**

with **MICHAEL S. MALONE** and **YURI VAN GEEST**

FOREWORD and AFTERWORD by **PETER H. DIAMANDIS**

 A SINGULARITY UNIVERSITY BOOK

# Exponential Organizations

**Jeanne Meister, Kevin J. Mulcahy**



## **Exponential Organizations:**

*Exponential Organizations* Salim Ismail, Michael S. Malone, Yuri van Geest, 2014-10-18 Frost Sullivan's 2014 Growth Innovation and Leadership Book of the Year EXPONENTIAL ORGANIZATIONS should be required reading for anyone interested in the ways exponential technologies are reinventing best practices in business Ray Kurzweil Director of Engineering at Google In business performance is key In performance how you organize can be the key to growth In the past five years the business world has seen the birth of a new breed of company the Exponential Organization that has revolutionized how a company can accelerate its growth by using technology An ExO can eliminate the incremental linear way traditional companies get bigger leveraging assets like community big data algorithms and new technology into achieving performance benchmarks ten times better than its peers Three luminaries of the business world Salim Ismail Yuri van Geest and Mike Malone have researched this phenomenon and documented ten characteristics of Exponential Organizations Here in EXPONENTIAL ORGANIZATIONS they walk the reader through how any company from a startup to a multi national can become an ExO streamline its performance and grow to the next level EXPONENTIAL ORGANIZATIONS is the most pivotal book in its class Salim examines the future of organizations and offers readers his insights on the concept of Exponential Organizations because he himself embodies the strategy structure culture processes and systems of this new breed of company John Hagel The Center for the Edge Chosen by Benjamin Netanyahu Prime Minister of Israel to be one of Bloomberg's Best Books of 2015 *Exponential Organizations 2.0* Salim Ismail, Peter H. Diamandis, Michael S. Malone, 2023-06-06 The Playbook for 10X Growth and Impact In a world of accelerating technologies three visionary pioneers Salim Ismail Peter H Diamandis MD and Michael S Malone bring you a playbook to ride on top of the exponential curve This is a compelling sequel to Exponential Organizations which quickly became one of the most successful business books globally being used by leaders organizations and even countries to create transformation across nearly every industry and geography Exponential Organizations 2 0 outlines the 11 ExO Attributes the shared DNA of the most dynamic and forward thinking organizations in the world today providing a comprehensive guide and the critical tools required to transform your business into an exponential powerhouse Explode your growth by harnessing the ExO attributes including a Massive Transformative Purpose MTP 5 External Attributes Staff on Demand Community create it With Exponential Organizations 2 0 as your guide transform your business into a force for unparalleled growth and global impact The future belongs to those who can innovate at warp speed Will you be among them **Why Digital Transformations Fail** Tony Saldanha, 2019-07-23 Former Procter Gamble Vice President for IT and Shared Services Tony Saldanha gives you the keys to a successful digital transformation a proven five stage model and a disciplined process for executing it Digital transformation is more important than ever now that we're in the Fourth Industrial Revolution where the lines between the physical digital and biological worlds are becoming ever more blurred But fully 70 percent of digital transformations fail Why Tony Saldanha a globally awarded

industry thought leader who led operations around the world and major digital changes at Procter Gamble discovered it's not due to innovation or technological problems. Rather, the devil is in the details: a lack of clear goals and a disciplined process for achieving them. In this book, Saldanha lays out a five-stage process for moving from digitally automating processes here and there to making digital technology the very backbone of your company. For each of these five stages, Saldanha describes two associated disciplines vital to the success of that stage and a checklist of questions to keep you on track. You want to disrupt before you are disrupted by the next Netflix, not the next Blockbuster. Using dozens of case studies and his own considerable experience, Saldanha shows how digital transformation can be made routinely successful and instead of representing an existential threat, it will become the opportunity of a lifetime.

Massive Transformative Purpose: The guide to provide sense to your projects and your life ANGEL MARIA;PALAO HERRERA (FRANCISCO.),2021-01-15 Have you ever asked yourself why you have come into the world? How many times have you wondered why you are doing something or for what reason? Do you feel as if you are not dedicating your life to what you really should be doing? Would you like to have a life full of purpose? The answer to these questions is an easy one for those who know their main purpose in life. Purpose can provide us with the focus we need in our lives, just as the North Star guides us along a path of unlimited possibilities, alternatives, and varying directions which we face each day. Purpose is an endless source of energy which can give you extraordinary motivation, making you feel as if everything you do has meaning. Massive Transformative Purpose is a book that motivates and inspires people to find their vital purpose. The book also offers a practical method so that anyone can find their purpose following 9 defined steps using a tool called MTP Canvas to design and describe each person's vital purpose. Lastly, the book offers practical advice to initiate your purpose and finally give meaning to your life and leave a footprint in the world, becoming the leader of your story. Are you ready to dive into this inner journey that will change the world?

Exponential Organizations: Why New Organizations Are Ten Times Better, Faster, and Cheaper Than Yours (and What to Do about It) Salim Ismail, Michael Shawn Malone, Yuri Van Geest, Peter H. Diamandis, 2014-10-14 Exponential Organizations already being hailed as the must-read book of the year by tech industry insiders, delivers groundbreaking analysis and insight as well as how-to advice for companies of any size. It is poised to become this year's Lean Startup, a big business book about innovation.

**Organizational Design in a Complex and Unstable World** Jens O. Meissner, Michael Heike, Daniel Sigrist, 2024-09-02 Organizations of all kinds create a sense of purpose and sometimes incomparable performance that individuals cannot achieve alone. This textbook examines the developments and changes that organizations should make in order to be successful in today's complex organizational environment. The authors explain various models and concepts of organizational design, highlight the important role played by agile management and self-organization, and reflect on the consequences these concepts have for practical organizational work. The necessary organizational development can only be meaningfully and successfully implemented with consideration of the existing corporate culture and knowledge of the

fundamentals of knowledge management so these are also taught in the textbook The overarching goal of organizational design is to promote the organization's resilience to crises After laying the foundations for this the penultimate chapter is dedicated to the aspect of resilience followed by an outlook for the future The didactic structure of the textbook includes learning objectives practical examples and case studies as well as learning comprehension questions and the opportunity to test your own knowledge with the Springer Nature Flashcards This textbook has been recommended and developed for university courses in Germany Austria and Switzerland

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**New Venture Management** Donald F. Kuratko, Jeffrey S. Hornsby, 2020-12-28 The third edition of this practical textbook provides an introduction to the world of new and emerging ventures and to the fundamentals of effective new venture management including such diverse activities as planning marketing financing and growth This textbook is divided into four distinct parts guiding readers through the entire new venture management process and focusing in turn on ideas and opportunities planning finance and management challenges All chapters of this revised edition feature international cases and the complete business plan has been replaced with a contemporary version Other new elements to the third edition include Expanded coverage of the Lean Startup methodology Improved focus on the development and importance of teams A new section on the emergence of equity crowdfunding Further discussion of ethics and the dangers of dramatic scaling Presented in an easy to understand style this book will be a valuable resource for undergraduate and postgraduate students in entrepreneurship and new venture management classes as well as active new venture owners and managers Online resources include an instructor's manual test bank PowerPoint slides and additional materials to aid instructors and students in applying their knowledge

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**Exponential Transformation** Salim Ismail, Francisco Palao, Michelle Lapierre, 2019-05-20 A practical handbook for using Exponential Organization to transform your organization and disrupt your industry in 10 weeks Today's top business challenge is adapting to accelerating technological and global change In his

bestselling book Exponential Organizations author Salim Ismail described a new type of organization that thrives amidst industry disruption Since then he has helped organizations disrupt their own industries by applying Exponential Organization ExO principles From this work emerged the 10 week transformation process explained in this book called the ExO Sprint Exponential Transformation is the detailed implementation handbook for becoming an Exponential Organization The book enables organizations to speed up their transformation and overcome the obstacles to success Lead a 10 week ExO Sprint Evolve in order to navigate industry disruption Become an Exponential Organization Block the immune system response of organizations during transformation Companies such as Visa Procter Gamble HP and Black Decker have already benefited from ExO process Exponential Transformation is a must have resource for participants of any ExO Sprint as well as those seeking to apply Exponential principles in their organizations [Exponential Organizations](#) Salim Ismail,2018

*Exponential organizations.* Ismail REC 3/26/2018, [Exponential Organizations in Action](#) Niki Faldemolaei,Doug Gray,Michael Friebe,Connie Rascon-Gunther,Greg Apodaca,Jonathan Frost,Christine McDougall,Huba Rostonics,Fabricio Gramuglio,Stacey Murphy,Hans Smith,Roberto Bassani,2024-08-31 This groundbreaking book curated by a diverse community of forward thinkers offers a panoramic view of how the Exponential Organization ExO framework is revolutionizing industries and solving complex global problems Through a dozen in depth real world case studies you ll discover how businesses of all sizes are leveraging exponential thinking to create abundance and positive impact Whether you re an entrepreneur business leader consultant or change maker this book provides the tools inspiration and practical strategies to apply exponential thinking to your own ventures Learn how to leverage emerging technologies tap into the power of communities and create scalable solutions that address our world s most pressing issues **Organizations of the Future** Lawrence Pinfield,Lawrence T. Pinfield,Eugene J. Webb,1974 Career biographies of Bobby Clarke Julius Erving Chris Evert Franco Harris and Pete Rose **The Future Workplace Experience: 10 Rules For Mastering Disruption in Recruiting and Engaging Employees** Jeanne Meister,Kevin J. Mulcahy,2016-11-04 Axiom Business Book Award Silver Medal Winner DISRUPTIVE TECHNOLOGIES THE GIG ECONOMY BREADWINNER MOMS DATA DRIVEN RECRUITING PERSONALIZED LEARNING In a business landscape rocked by constant change and turmoil companies like Airbnb Cisco GE Digital Google IBM and Microsoft are reinventing the future of work What is it that makes these companies so different They re strategic they re agile and they re customer focused But most important they re game changers And their workplace practices reflect this The Future Workplace Experience presents an actionable framework for meeting today s toughest business disruptions head on It guides you step by step through the process of recruiting top employees and building an engaged culture one that will drive your company to long term success Two of today s leading voices on the future of work provide 10 rules for rethinking reimagining and reinventing your organization including MAKE THE WORKPLACE AN EXPERIENCE BE AN AGILE LEADER CONSIDER TECHNOLOGY AN ENABLER AND DISTRUPTOR EMBRACE ON DEMAND

LEARNING TAP THE POWER OF MULTIPLE GENERATIONS PLAN FOR MORE GIG ECONOMY WORKERS Everything we took for granted in the past from what we expect from our jobs to whom we work with and how is changing before our eyes The strongest organizations today are learning machines New challenges require new solutions and these organizations are finding them If you want to compete in the years to come you have to meet the future now The Future Workplace Experience is your playbook for taking your organization to the top of your industry **Reimagining Innovation; the Future of Exponential Leadership** Aaron Bare,N. Forbes Shannon,2020-08-20 Bill Gates Windows and Microsoft changed the world but they were just the beginning With the rise of digital technology business moves at unprecedented speeds and now moves at an exponential pace This pace is wreaking havoc to the business landscape as we know it Disruption has brought too big to fail companies to their knees in a matter of months and it has made some industries obsolete Any company or leader that doesn't move at an exponential pace will be crushed by the new massively transformative exponential organizations These organizations are quickly expanding their purpose and invading new industries every day Guides like Bill Gates Jeff Bezos Elon Musk and more continue to provide us a roadmap for how to navigate the exponential horizon Through a collection of nine keys of exponential leadership we have created a formula to navigate the disruption Exponential leadership combined with emerging technologies change and disruption will not only disrupt the world but will save it It is time for a new generation of leadership A leader that is purposeful conscious digital and above all exponential Join us for a journey to reimagine innovation Journey of the Future Enterprise Jorge Calvo,2020-10-29 To survive in the new competitive digital economy of artificial intelligence and the Internet of Things companies will have to change their management models The company of linear incremental growth is becoming obsolete Moonshot leaders like Elon Musk or Jeff Bezos aspire to bringing about massive transformations These visionaries seek radical solutions to big problems through enabling technologies that are easily scalable and yield increasing returns with decreasing marginal costs that in many cases approach zero In his book Journey of the Future Enterprise Jorge Calvo explains what the disruptive change of the Fourth Industrial Revolution consists of what moonshot leadership is and what exponential organizations ExOs are and having set out the conceptual framework explains how to gear companies toward the new economy In short this resource packed book is written for those who want to be part of this change for those who are suffering the impact of this radical transformation for those who feel lost as a result of the complexity and speed of the changes that are taking place and for those who want to better understand the drivers of the Fourth Industrial Revolution *Organizations* Joseph August Litterer,1980-09 A completely up to date anthology of original writings that examines the structure function and purpose performance and environmental interaction of organizations Contains new material on the ways an organization and the environment affect the decision making or organizational members *Power Your Tribe: Create Resilient Teams in Turbulent Times* Christine Comaford,2018-01-16 WALL STREET JOURNAL AND USA TODAY BESTSELLER Is your team thriving in a world of relentless and rapid change

From the New York Times bestselling author of Smart Tribes and Rules for Renegades comes a potent set of neuroscience based tools to empower your team in uncertain times. Whether it's diminished sales, increased competition, or corporate restructuring, change is a natural part of doing business in today's high-speed information overload, instant response environment. But inherent in human nature is resistance to change, a basic emotional response that is well documented by neuroscience. In this groundbreaking guide, top leadership consultant and employee engagement expert Christine Comaford shows you how to bring your tribe together to tackle any challenge head-on. Using her simple, proven strategies, you'll be able to meet the demands of changing markets, customers, and competitors. Adapt to new management restructuring and other corporate shakeups. Spark innovation and teamwork in the workplace and keep it burning. Empower your people to embrace change as a new opportunity for growth. Filled with case studies and all too familiar examples, this book will enable you to release resistance to change, build more emotionally agile teams, and mobilize the entire organization quickly and efficiently toward a clear and common goal. By training and empowering your team members to shift their emotional states and see the positive potential of change, you can lead your tribe through any challenge and ensure success for years to come.

**Designing Organizations** Daniel Robey, 1986. Provides a comprehensive look at organization design in hopes of guiding managerial decisions to build more effective organizations. Current and updated instruction on macro organization theory, organization and management theory, along with the organizational design, are merged into a useful text that is divided into major sections of structure and process. Material on strategy, life cycles, power, culture, and information processing have been added in this edition and enhanced with new features bringing the real world organizational design in to support the theory.

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