



The Open-book Experience Lessons From Over 100 Companies Who Successfully Transformed Themselves

By John Case

Basic Books. Paperback. Book Condition: New. Paperback. 256 pages. Dimensions: 9.2in. x 6.1in. x 0.7in. Over the last decade companies have struggled to balance the human dimension of business with the need to be aggressive, competitive, and profitable. Of all the management solutions considered, one philosophy, open-book management, has proven its power to transform organizations and enhance morale and productivity again and again. But what was it about a seemingly risky philosophy, in which all of a company's financial numbers are revealed to every employee, that compelled companies as dissimilar as multibillion-dollar RR Donnelley and modest-sized Crisp Publications, to undertake such a drastic rethinking of company management? Was it the increased profits other companies, such as Amoco Canada, were experiencing due to their employees' new financial involvement in the company? Or was it the improved production that Bagel Works, Inc., and Dixie Ironworks, Inc., realized through employee joint accountability? Perhaps it was the enhanced employee morale that still other companies were achieving now that their employees were partners who designed their own bonus packages. Likely, it was all these reasons and dozens more that convinced hundreds of companies to adopt open-book management to help reduce costs, improve quality, and...



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