

[Free pdf] The Decision Maker: Unlock the Potential of Everyone in Your Organization, One Decision at a Time

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Dennis Bakke

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THE DECISION MAKER

DENNIS BAKKE

BESTSELLING AUTHOR OF JOY AT WORK



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Dennis Bakke : The Decision Maker: Unlock the Potential of Everyone in Your Organization, One Decision at a Time before purchasing it in order to gage whether or not it would be worth my time, and all praised The Decision Maker: Unlock the Potential of Everyone in Your Organization, One Decision at a Time:

18 of 19 people found the following review helpful. A great "airplane" book - Get off the plane with new ideas...By

Richard Nongard I got my copy of *The Decision Maker* today, and quickly sat down and read it cover to cover. This is an incredible book with a lot of real world strategies. How can real world solutions come from a fable? Simple, all of the lessons contained come from the real world experiences of Bakke at AES, Imagine Schools and other business experiences. I run a small business, with a couple part-time employees and contractors. If I had just read another management book telling me what happened at another large company, I would have said, "Yep, another book about big business." But because this is a fable, it gives you the creative license to make applications to your organization. As I read the dialog, surely it came from real world conversations within the walls of large business, but because of the "fable" format, I could hear these conversations occurring among my staff. Specifically, I learned how altering my decision making power structures, even within my small organization, can potentially transform some of the tension and difficulties we experience. I learned methods of approaching others, how to explain new strategies and implement these ideas. Yes, it is fiction, but anyone reading it should be able to see how the concepts were born in real world experience and can be applied to any organization (which is why I would presume, a fiction format was chosen - to broaden the applications). All in all, a great read, I call it an airplane book. Get on a flight, kick back, and a few hours later, you will get off the plane a better manager and more effective leader. I also read Bakke's book, "Joy at Work" and together they are essential tools for any business owner or leader. I am a student at Bakke Graduate University, which is named after the Bakke brothers. I have also read Ray Bakke's books and they are awesome too!

2 of 2 people found the following review helpful. Practical Decision Making Advice By J.R. Sedivy At first glance this book may first appear to be one of many recent business parables designed to convey business concepts. Although *The Decision Maker* does fall into this category, there is so much more here that makes it shine. Perhaps most importantly the story is based on real world experience - the author was Co-founder and President of AES Corporation, a company that generated \$17 Billion in revenue in 2014. The strategy described in this book was used to build that company. While reading this book it became apparent that the author had direct experience "selling" this process across a range of stakeholders - partners, employees, investors, etc. This was presented exceptionally well within the book with the most engaging aspect being the emotional reaction from many participants. *The Decision Maker* is a must read for anyone involved in building a company with employees or for anyone with an interest in leadership or organizational design.

5 of 5 people found the following review helpful. Great principles on honoring and engaging people in their work and their companies By Greg Zinn This is a good book and a great compliment to Bakke's first book, *Joy at Work*, as it gives a fictional story to teach the principles behind Bakke's decision making philosophy as a means of creating more fulfilling work and an engaging work culture. The higher premise behind the decision making process is Bakke's assumption of people: they are unique; creative thinkers; capable of learning and that people are up for a challenge, and want to make a difference. These assumptions honor the person and affirm their talents and abilities that they bring to the workplace, that unfortunately, as Bakke points out, often get restrained or restricted on the job causing workers to disengage or view work as drudgery. Consequently, companies and employees suffer and never realize their full potential. I live in a community where the AES company built a power plant while Bakke was CEO. I had the opportunity to work with AES people and from the outset there was evident passion, commitment and engagement in how they interacted with one another and with those of us living and working in the community. As a small business owner, I became a student of the AES culture because beyond talk or writing on the wall, AES people were truly engaged and committed to their work and the mission of the company. Frankly, while I admired their culture, I was also envious of what they created because the results and energy were so evident. Any business owner would want the same commitment and passion from its workers as what was displayed from my experience with AES. The impact was noticed and felt. I relay this experience, because some might discount the practicality or reality of the principles taught by Bakke as idealistic. I can attest that they can be achieved to make a positive difference, in companies and their people. *Decision Maker* does a good job of showing what the principles look like lived out and the impact they can have on a company. The principles behind the story are honoring of people and inspiring in building a team and community of people committed to a shared purpose.

Who makes the important decisions in your organization? Strategy, product development, budgeting, compensations such key decisions typically are made by company leaders. That's what bosses are for, right? But maybe the boss isn't the best person to make the call. That's the conclusion Dennis Bakke came to, and he used it to build AES into a Fortune 200 global power company with 27,000 people in 27 countries. He used it again to create Imagine Schools, the largest non-profit charter-school network in the U.S. As a student at Harvard Business School, Bakke made hundreds of decisions using the case-study method. He realized two things: decision-making is the best way to develop people; and that shouldn't stop at business school. So Bakke spread decision-making throughout his organizations, fully engaging people at all levels. Today, Bakke has given thousands of people the freedom and responsibility to make decisions that matter. In *The Decision Maker*, a leadership fable loosely based on Bakke's experience, the New York Times bestselling author shows us how giving decisions to the people closest to the action can transform any organization. The idea is simple. The results are powerful. When leaders put real control into the hands of their people, they tap incalculable potential. *The Decision Maker*, destined to be a business classic, holds

the key to unlocking the potential of every person in your organization.

Companies are fond of saying their greatest asset is their people, yet few companies operate as if this is the case. In this engaging story, Bakke shows us how to unlock the latent potential that exists in any organization. -- Tim Jenkins, co-founder, Point B Management Consultants Imagine an organization where bosses don't make decisions. Sounds crazy, right? Read *The Decision Maker* and you'll be surprised and inspired to try it for yourself. It's a must-read/must-try for everyone leaders, managers, and individual contributors in any organization. It just might be the solution that reconciles generational and attitudinal gaps in the workplace today. -- Atsuko Tamura, la presidente and CEO, evo