Great Business Teams: Cracking the Code for Standout Performance

By Howard M. Guttman

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Understand and decode the inner workings of great business teams with the more than 30 in-depth examples in *Great Business Teams: Cracking the Code for Standout Performance*. Author Howard Guttman examines and dissects teams at top-management, business-unit, and functional levels and isolates five key factors that drive team performance to offer you insight into the ways these teams achieve success. Using this book, go directly to the marketplace to scrutinize teams in a variety of industries, evaluating the challenges they face and the methods they choose to manage these challenges.

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Great Business Teams: Cracking the Code for Standout Performance By Howard M. Guttman Bibliography

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Editorial Review

From the Inside Flap
What makes great business teams stand apart? Some senior executive teams are undaunted by even the toughest business challenges, overcoming them and even using them as opportunities to transform the way their organization operates and performs.

In *Great Business Teams,* renowned business consultant Howard M. Guttman takes you inside some of the world's most successful corporations—Johnson & Johnson, Novartis, Mars Incorporated, and L'Oréal, to name a few—to discover how a powerful new high-performance horizontal model has changed the way leaders lead, team members function, challenges are met, and decisions are made. He also reveals how and why the organizations that have implemented this innovative team structure have become great companies, able to ride the crosscurrents during lean times and truly soar when opportunities arise.

Guttman bases his keen insights on more than twenty-five years of work with major corporations. *In Great Business Teams,* you will meet thirty-nine senior executives from twenty-five standout companies, whom he has interviewed in depth and whose performance he has tracked over time. This hands-on guide delivers all of the insights, techniques, and hard-won wisdom needed to create, operate, and sustain well-run and effective business teams that consistently achieve the highest levels of performance.

Follow Novartis Oncology's CEO and his action teams as they successfully neutralize a competitor's new product, which had been projected to grab twenty to thirty percent of market share. Learn how newly reorganized teams in Mars Inc.'s Latin American Division moved from double-digit losses to double-digit growth in a single year. These and many other tales from the trenches show you how to:

- Ratchet up team performance to get stellar results year after year
- Become a high-performance leader and motivate others to become high-performance players
- Align teams to drive up performance
- Redefine the concept of individual and team accountability
- Develop the skills to make every team member a leader
- Improve results through the "distributive decision-making" model
- Create great teams throughout your organization

Great teams do more than improve a company's performance; they continually raise the bar and redefine what "high performance" means. Read *Great Business Teams,* crack the code, and transform your organization into teams of highly motivated top performers who are ready, willing, and able to respond to any business challenge.

From the Back Cover
Praise for

GREAT BUSINESS TEAMS

"Our managing board has been working with Howard Guttman, and his impact on our organization has been remarkable. His book provides a depth of strategic insight into how best to drive up organization performance. Along the way, he explains the high-performance 'horizontal' vision, dissects its implications

for leaders and their teams, and advances an important new concept of 'distributive power.' The senior team examples make this book uniquely relevant to C-suite players."
—Massimo F. D'Amore, CEO, PepsiCo Americas Beverages

"Several years ago, with Howard Guttman's guidance, Mars North America embarked on the journey to high performance. Today, our organization is living proof that high-performing teams are the basis of high-performing businesses. *Great Business Teams* provides an excellent guide to companies that would like to embark on a similar journey."
—Robert J. Gamgort, President, North America, Mars Incorporated

"*Great Business Teams* is an original and provocative approach to building high-performing teams. Howard Guttman digs deeply into the dynamics of organizational life to discover the 'code' for standout performance, which enables leaders and their teams to achieve significant results now and well into the future."
—Frances Hesselbein, founding President and Chairman of the Board of Governors, Leader to Leader Institute; Recipient, Presidential Medal of Freedom

"*Great Business Teams* presents a compelling case for having teams work horizontally to achieve standout performance. Howard Guttman's recommendations promote a 'speak up' mentality, which ultimately leads teams to significantly increase innovation and efficiency. This book will challenge your management assumptions and change the way your leaders lead."
—Vicki Rawlinson, Vice President and Global Head, Human Resources, Novartis Oncology

"Howard Guttman's book puts into context what it means to actually develop high-performing teams. This is much more than an academic exercise; it gives you practical ways to get started, at all levels of management, today. It is the key process I use for developing leaders and generating high performance within my organization."
—Michael E. Sneed, Company Group Chairman, Johnson & Johnson Vision Care, Inc.

About the Author
No Bio

No Bio

Users Review

From reader reviews:

William Meadows:

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Joan McCorkle:

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Cristen Washington:

This Great Business Teams: Cracking the Code for Standout Performance is great publication for you because the content and that is full of information for you who also always deal with world and have to make decision every minute. This specific book reveal it information accurately using great plan word or we can state no rambling sentences inside it. So if you are read this hurriedly you can have whole information in it. Doesn't mean it only offers you straight forward sentences but tricky core information with splendid delivering sentences. Having Great Business Teams: Cracking the Code for Standout Performance in your hand like keeping the world in your arm, data in it is not ridiculous just one. We can say that no guide that offer you world throughout ten or fifteen tiny right but this e-book already do that. So , it is good reading book. Hey there Mr. and Mrs. busy do you still doubt in which?

Helen Richards:

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