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Chapter 1

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communication

and understand the
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Understand and
overcome barriers
to effective

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organizations
because we need

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done—something

we couldn't do

alone—and join

them because

we're inspired by

their missions (and

our paycheck). But

once we're inside,

these organizations

rarely feel

inspirational. So

where did it all go

wrong? In The Org,

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Ray Fisman and
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explain the
tradeoffs that
every organization
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dysfunction is
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diagnoses the root
causes of that
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to submit travel
and expense

reports What

managers are good
for How the army

and other orgs
balance marching

in lockstep with
fostering

innovation Why the
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administration—not

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the heart
surgeon—is more
likely to save your
life Why CEOs
often spend more
than 80 percent of
their time in
meetings—and why
that's exactly
where they should
be (and why they
get paid so much)

Companies know

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how to meet the
demands of
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also know how to
create stakeholder
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philanthropy which predictably lead to trade-offs and added costs. What remains elusive is discovering is how to meet both shareholder and stakeholder requirements in the core business – without mediocrity and without compromise –

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creating value for the company that cannot be disentangled from the value it creates for society and the environment. What if sustainability was embedded into the DNA of your organization? How can you incorporate environmental,

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health and social value into its very core? Many companies, despite their best intentions, "bolt on" sustainability as an afterthought to their core strategies. They trumpet green initiatives and social philanthropy which lie at the

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margins of the business, with symbolic wins that inadvertently highlight the unsustainability of the rest of their activities. Today's ecological and social pressures require a different business response – one that existing strategy

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frameworks fail
adequately to
address. In
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how companies
can better leverage
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for enduring profit
and sustained

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health, and social

value into the

heartbeat of the

product life-cycle

with no trade-off in

price or quality –

no social or green

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premium. This book helps readers to comprehend and implement the

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embedded

sustainability. At its

best, embedded

sustainability is

invisible, similar to

quality. In addition

to delivering

socially and

environmentally

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positioning is
challenging today
for firms facing
new and stronger
competition,
volatile and
uncertain markets,
and shifting

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systematically

addressing four key

strategy directives

in a deep and

disciplined way:

define, build, and

defend the unique

value you create

for customers;

correct, eliminate,

or reveal value that

is failing customers

or of which they're

not aware;

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potentially

neutralize the

unique value

created for

customers by

competitors;

explore and exploit

new growth

opportunities

through deep

understanding of

customers' unmet
needs.

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