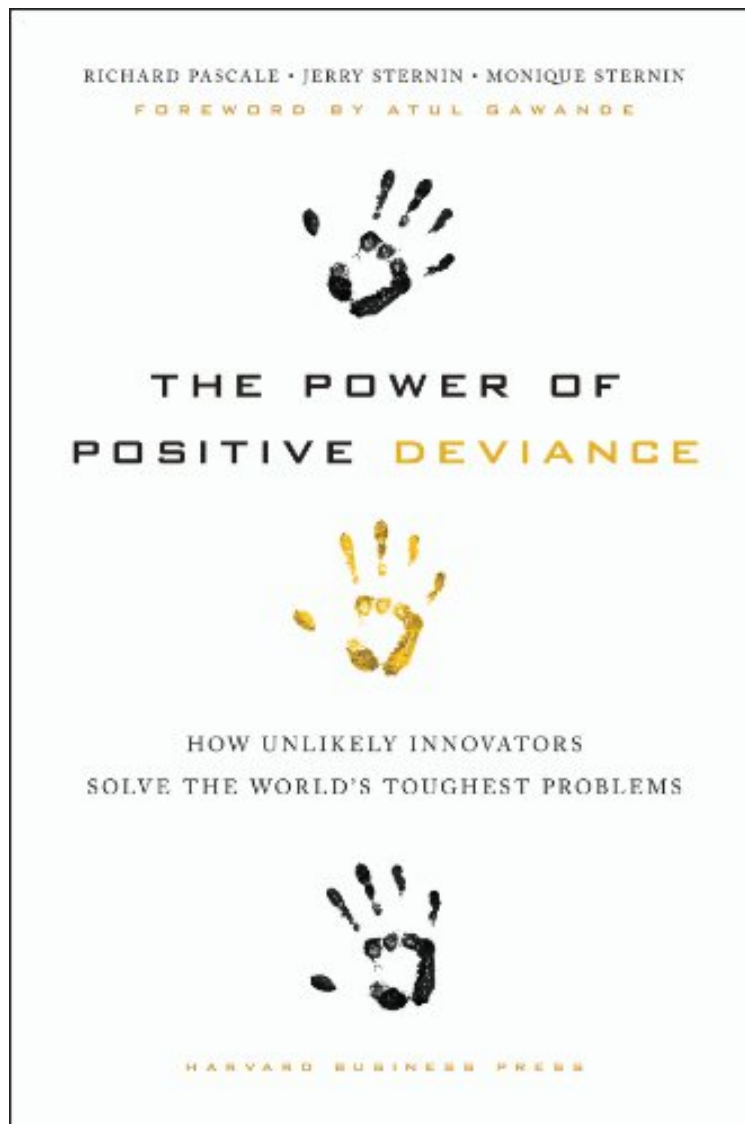


[Mobile ebook] The Power of Positive Deviance: How Unlikely Innovators Solve the World's Toughest Problems

The Power of Positive Deviance: How Unlikely Innovators Solve the World's Toughest Problems

Richard Pascale, Jerry Sternin, Monique Sternin
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Richard Pascale, Jerry Sternin, Monique Sternin : The Power of Positive Deviance: How Unlikely Innovators Solve the World's Toughest Problems before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Power of Positive Deviance: How Unlikely Innovators Solve the World's Toughest Problems:

12 of 12 people found the following review helpful. Learning from What WorksBy Michael V. HarperWhen charting

a course, many of us are fond of saying "we don't know what we don't know." In this delightful book we are reminded that all too often in reality, "we don't know what we do know." Or, as Yogi said, "you can see a lot by looking." This is a book about just that: examining complex social systems, looking for unique positive behavior, coming to some level of understanding, and then propagating the better practice. The book combs a lifetime of the most difficult kind of fieldwork by Jerry and Monique Sternin with a lifetime of teaching and writing by Richard Pascale to create a genuinely good book - one that is good on several levels. Leaders dealing with organizational change of the most difficult kind will find *The Power of Positive Deviance* to open up a world of tools that go often ignored in over-structured change programs. But on an altogether different level it is a story book about remarkable case studies - childhood nutrition, female circumcision, deadly MRSA infections, and others - stories that are all about engagement, leadership, commitment and hope. But it is not just a book about incredibly difficult problems; it is a book about how leaders can re-think their own organization by "re-looking." Easy to say and hard to do. The irony is that organizations spend enormous resources attacking negative deviance (as in "let's do a root cause analysis and fix the problem") but little or no effort looking for things that are "out of spec" in a positive direction. This is a book about how to do that - how to see what is happening, how to nurture it, and how to build a culture that embraces that kind of stimulus and change. For me that may have been the most powerful take-away: look for what is working - even better than you thought - figure out why and embrace it. 15 of 15 people found the following review helpful. The most significant book I've read in a few years. By better than the alternative I recommend this book without hesitation or limitation. The breadth of opportunity presented by positive deviance, as an idea, a mindset, and a methodology, is a bit staggering. Every profession or field can be affected - health care, economic development, organizational development, social activism, leadership development, politics, and so on. It has already become a lens with which I think about and pursue my work. And it is an easy read, full of real world stories and examples. Well done! 0 of 0 people found the following review helpful. The power of identifying and learning from local success. By Dr A S Menon-Johansson. What a joy to read this book. It's respectful approach to identify and learn from local success across a wide range of problems speaks to the generalisability of the positive deviant approach. I am inspired to apply the helpful appendix to enact meaningful and sustainable change. Thank you.

Think of the toughest problems in your organization or community. What if they'd already been solved and you didn't even know it? In *The Power of Positive Deviance*, the authors present a counterintuitive new approach to problem-solving. Their advice? Leverage positive deviants--the few individuals in a group who find unique ways to look at, and overcome, seemingly insoluble difficulties. By seeing solutions where others don't, positive deviants spread and sustain needed change. With vivid, firsthand stories of how positive deviance has alleviated some of the world's toughest problems (malnutrition in Vietnam, staph infections in hospitals), the authors illuminate its core practices, including:
• Mobilizing communities to discover "invisible" solutions in their midst
• Using innovative designs to "act" your way into a new way of thinking instead of thinking your way into a new way of acting
• Confounding the organizational "immune response" seeking to sustain the status quo
Inspiring and insightful, *The Power of Positive Deviance* unveils a potent new way to tackle the thorniest challenges in your own company and community.

About the Author Richard Pascale is an associate fellow of Templeton College, Oxford University, and author or coauthor of numerous books, including *Managing on the Edge*, *Surfing the Edge of Chaos*, and *The Art of Japanese Management*. Jerry Sternin was the world's leading expert in the application of positive deviance as a tool for addressing social and behavioral change. Monique Sternin has been an equal partner in these efforts and now heads the Positive Deviance Institute at Tufts University.