

(Read now) X-Teams: How To Build Teams That Lead, Innovate, And Succeed

## X-Teams: How To Build Teams That Lead, Innovate, And Succeed

*Deborah Ancona, Henrik Bresman*

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**Deborah Ancona, Henrik Bresman : X-Teams: How To Build Teams That Lead, Innovate, And Succeed** before purchasing it in order to gage whether or not it would be worth my time, and all praised X-Teams: How To Build Teams That Lead, Innovate, And Succeed:

0 of 0 people found the following review helpful. excellent bookBy Linda AstorgaExcellent book and resource in the art of team-building and, more importantly, the role of the relationship in manifesting positive change in organizations. Ancona and Bresman, through their extensive research, have a pulse on what makes successful organizations work. They focus on the external bridges that are the engine for real change and sustainability. X-teams is a forward thinking concept and blueprint for effective team-building and systemic organizational change in both behaviour and

outcomes. 0 of 0 people found the following review helpful. Five Stars  
By Nero Ng  
Awesome! Perfect!!!  
0 of 0 people found the following review helpful. Great book  
By Philippe Bailleur  
I read lots of books on teams (cfr. Lencioni, BIO-teams, ...). This book gives a new, interesting perspective on teams, a perspective that is very key for the fast changing world we are in. So, this is a must read for people that work with teams, need performant, agile teams, ...  
The only reason why it's a 4 star and not a 5 star: at the end I kind of started feeling to much of the same. The point was made for me at 75% of the book.  
Anyhow ... thanks Deborah !!

Why do good teams fail? Very often, argue Deborah Ancona and Henrik Bresman, it is because they are looking inward instead of outward. Based on years of research examining teams across many industries, Ancona and Bresman show that traditional team models are falling short, and that what's needed--and what works--is a new brand of team that emphasizes external outreach to stakeholders, extensive ties, expandable tiers, and flexible membership. The authors highlight that X-teams not only are able to adapt in ways that traditional teams aren't, but that they actually improve an organization's ability to produce creative ideas and execute them, increasing the entrepreneurial and innovative capacity within the firm. What's more, the new environment demands what the authors call distributed leadership, and the book highlights how X-teams powerfully embody this idea.

... comfortable reading ... has some excellent advice for internal functioning of teams. (Globe Mail 2007-09-26)  
About the Author  
Deborah Ancona is the Seley Distinguished Professor of Management at MIT's Sloan School of Management, and faculty director of the MIT Leadership Center.  
Henrik Bresman is Assistant Professor of Organizational Behavior at INSEAD. He received his PhD from the Massachusetts Institute of Technology. He also holds a degree in Economics (MSc) from the Stockholm School of Economics.