

[Free and download] Maverick: The Success Story Behind the World's Most Unusual Workplace

# Maverick: The Success Story Behind the World's Most Unusual Workplace

*Ricardo Semler*

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#577368 in Books Warner Books 1993-09 Original language: English PDF # 1 9.25 x 6.25 x 1.00l, #File Name: 0446516961335 pages Great product! | File size: 56.Mb

**Ricardo Semler : Maverick: The Success Story Behind the World's Most Unusual Workplace** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Maverick: The Success Story Behind the World's Most Unusual Workplace:

7 of 8 people found the following review helpful. First 100 pages were great By R BI really liked the first 1/3 of this book up to page 100. But then past that I was struggling to finish it. I kept pushing myself to read a few more pages with hopes that it would get better. But finally stopped around page 200 and then skimmed through the remainder. The first part was great because it covers the author's story of running the company traditionally and then implementing a lot of the new policies. Which was very thought provoking and pretty amazing considering this was over 25 years ago. After page 100 each chapter covered a story about hiring someone or moving them to another department. Or implementing something else. And it just became really boring and drawn out for me. And when he writes about subsidizing lunches for workers making less money, and allowing employees to set their own salaries based on things like living expenses it comes across to be a bit socialist leaning. And I don't mean that in a good or bad way. On the first page the author writes that it's not purely capitalistic or socialist. He writes that it's a new way. A third way. And it seems like that third way has borrowed tenets from each. Anyway, This book should be read to challenge your current thinking and to read about a more democratic work environment. Even if you only make it to page 100. It should not be read as a complete guide for a company or as if everything covered is the absolute best way to do

things. 0 of 0 people found the following review helpful. The start of a new era?????By Gerard Van StijnI bought this book because I read about Semco and what its boss had created. From what I heard he had created a workplace that was democratic, fun to work at and all in all a good lesson of how companies can be run. So, when I found out he had written a book about it, I wanted to read it. And I was not disappointed. He describes clearly and with great detail how he transformed his fathers company from a bureaucratic, top-down run company into a much more democratic and fun workplace. And it all started with allowing employees to vote on which color uniforms they want. All in all, I love this book. It seems to be part of a new era about working differently from the past. Perhaps era is not the right word, but movement might be a better description. Other elements in this movement are ROWE from Jodi Thompson and Cali Ressler, Beyond Budgeting, Alexander Kjerulf with his Positive Sharing website as being the Chief Happiness Officer, Tim Ferriss with his Four Hour Workweek, the guys from 37signals and many others. 0 of 0 people found the following review helpful. Questioning "givens" that produce friction and streamlining for extraordinary results. By Daniel R YarmolukSemler questioned fundamental "givens" and streamlined his business for efficiency, productivity and happy work/workforce.

It can if you think like Ricard Semler, the maverick CEO who turned his own company into a model for the 90's and beyond. In MAVERICK, Semler will tell you how he changed his company and how you can change yours...if you dare! The extraordinary true story of 34-year-old CEO Ricardo Semler and of the rebirth of his family owned Brazilian manufacturing company, Semco. MAVERICK is a chronicle of corporate change--a change so vast and successful that Semco has been visited by over 400 corporate representatives from around the world who want to see it in action. In 1980, 21-year-old Ricardo Semler took over the reins of the company his father founded and built. Ricardo proceeded to break every rule of doing business, firing an entire echelon of upper level managers. Once he opened the floodgates to change, Semler never--even when he was tempted to--closed them again. Semler's management system allows employees to work at home, study and discuss the company's financial statements, make corporate decisions, take over the cafeteria kitchen, start their own business with company assets, and redesign the products Semco builds and how they are built. The result: in 10 years of constant experimentation--a time period in which Brazil's economy faltered--Semco has achieved a growth rate of 600%! In chronicling Semco's inner revolution, Semler shows how his radical ideas and strategies, as well as his nuts and bolts specifics, can be applied to any company anywhere.