

Robert I. Sutton

WEIRD
IDEAS
THAT
WORK

*How to Build a
Creative Company*

From the
bestselling
author of *The
No Asshole
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Weird Ideas That Work

Christian Drosten



Weird Ideas That Work:

Weird Ideas That Work Robert I. Sutton, 2002 Sutton is a sought after consultant speaker and Stanford professor This book brings together 11 of his proven counter intuitive ideas that work from hiring people that make employers squirm to encouraging projects likely to fail

Weird Ideas That Work Robert I. Sutton, 2007-05-15 A breakthrough in management thinking weird ideas can help every organization achieve a balance between sustaining performance and fostering new ideas To succeed you need to be both conventional and counterintuitive Creativity new ideas innovation in any age they are keys to success Yet as Stanford professor Robert Sutton explains the standard rules of business behavior and management are precisely the opposite of what it takes to build an innovative company We are told to hire people who will fit in to train them extensively and to work to instill a corporate culture in every employee In fact in order to foster creativity we should hire misfits goad them to fight and pay them to defy convention and undermine the prevailing culture **Weird Ideas That Work** codifies these and other proven counterintuitive ideas to help you turn your workplace from staid and safe to wild and woolly and creative In **Weird Ideas That Work** Sutton draws on extensive research in behavioral psychology to explain how innovation can be fostered in hiring managing and motivating people building teams making decisions and interacting with outsiders Business practices like hire people who make you uncomfortable and reward success and failure but punish inaction strike many managers as strange or even downright wrong Yet **Weird Ideas That Work** shows how some of the best teams and companies use these and other counterintuitive practices to crank out new ideas and it demonstrates that every company can reap sales and profits from such creativity **Weird Ideas That Work** is filled with examples drawn from hi and low tech industries manufacturing and services information and products More than just a set of bizarre suggestions it represents a breakthrough in management thinking Sutton shows that the practices we need to sustain performance are in constant tension with those that foster new ideas The trick is to choose the right balance between conventional and weird and now thanks to Robert Sutton s work we have the tools we need to do so

Weird Ideas That Work Robert I. Sutton, 2002-03-02 A breakthrough in management thinking weird ideas can help every organization achieve a balance between sustaining performance and fostering new ideas To succeed you need to be both conventional and counterintuitive Creativity new ideas innovation in any age they are keys to success Yet as Stanford professor Robert Sutton explains the standard rules of business behavior and management are precisely the opposite of what it takes to build an innovative company We are told to hire people who will fit in to train them extensively and to work to instill a corporate culture in every employee In fact in order to foster creativity we should hire misfits goad them to fight and pay them to defy convention and undermine the prevailing culture **Weird Ideas That Work** codifies these and other proven counterintuitive ideas to help you turn your workplace from staid and safe to wild and woolly and creative In **Weird Ideas That Work** Sutton draws on extensive research in behavioral psychology to explain how innovation can be fostered in hiring managing and motivating people

building teams making decisions and interacting with outsiders Business practices like hire people who make you uncomfortable and reward success and failure but punish inaction strike many managers as strange or even downright wrong Yet *Weird Ideas That Work* shows how some of the best teams and companies use these and other counterintuitive practices to crank out new ideas and it demonstrates that every company can reap sales and profits from such creativity *Weird Ideas That Work* is filled with examples drawn from hi and low tech industries manufacturing and services information and products More than just a set of bizarre suggestions it represents a breakthrough in management thinking Sutton shows that the practices we need to sustain performance are in constant tension with those that foster new ideas The trick is to choose the right balance between conventional and weird and now thanks to Robert Sutton's work we have the tools we need to do so

Summary: *Weird Ideas that Work* BusinessNews Publishing,2014-09-29 The must read summary of Robert Sutton's book *Weird Ideas that Work* 11 1 2 Practices for Promoting Managing and Sustaining Innovation This summary of the ideas from Robert Sutton's book *Weird Ideas that Work* shows that almost all highly creative companies do weird things and refuse to do the same as everyone else By doing this creative companies consistently develop new ways of thinking and acting In his book the author presents 11 1 2 weird ideas for sparking business innovation He also explains concrete ways to build an organisation where innovation flourishes and becomes a way of life This summary will teach you the importance of creativity in your company and how you can start changing the way you do things in order to stay ahead Added value of this summary Save time Understand key concepts Expand your business knowledge To learn more read *Weird Ideas that Work* and find out why you should become an expert in the art of innovation in order to stay on top [Weird Ideas that Work](#)

,2010 [Weird Ideas that Work](#) Robert I. Sutton,2002 No one is against creativity Everyone agrees that creativity is a very good thing in people and in companies The creative industries are where the action is so creativity must be a good thing However it's not altogether clear what creativity is and it certainly isn't easy to work out how to encourage it to manage it and above all how to profit from it *Weird Ideas That Work* Bob Sutton,Robert I Sutton,2002-02 There is a concern even

obsession with creativity in the workplace This book begins by demystifying creativity at work and goes on to show how companies have managed and mismanaged the creative potential of their staff [Working Through Ageing](#) Kathleen Riach,2025-09-30 Growing up and older at work is something we all experience yet it remains surprisingly overlooked and under theorized in management and organization studies In this groundbreaking book Kathleen Riach draws on a 10 year longitudinal study to offer fresh theoretical and empirical insights into how ageing is experienced in the workplace Introducing a new phenomenological theory of ageing at work the book examines how individuals negotiate age biased workplace cultures and adapt to their changing bodies within the context of financial capitalism It reveals that ageing at work is not simply about demographic change or ageist stereotypes but is an ongoing process that involves balancing professional expectations the life course and the self [Developmental Coaching: Working With The Self](#) Bachkirova,

Tatiana,2011-04-01 This groundbreaking book introduces a new theory of developmental coaching and a new framework for coaching practice **Stepping Outside Your Comfort Zone Lessons for School Leaders** Nelson Beaudoin,2014-01-09

This book proves that great things can happen when school leaders refuse to settle for business as usual You can achieve success for your schools and students if you steer clear of the familiar and the comfortable With over 34 years of experience in educational leadership Nelson Beaudoin was Maine s 2000 NASSP Principal of The Year His book demonstrates how to generate school wide enthusiasm for replacing timeworn routines and procedures give students a voice and personalize the learning process initiate innovative programs and practices implement comprehensive school reform nurture and inspire your faculty and have fun at work and let your humanity show Get Weird CJ Casciotta,2018-09-11 Most of us grow up believing it s more important to fit in than to stand out But there s something different about you and it matters What if your weirdness was the key to changing everything What if the outrageous imaginative crazy ideas that live inside your wildest dreams are actually there on purpose divinely preinstalled to help others Knowing what makes you weird is the best thing you can offer your art your business your friends your family and yourself It s the essence of creativity the stuff of movements and the hope for humanity It s time to quit painting by numbers conforming to patterns and checking off boxes It s time to Get Weird

Creative Learning in the Early Years Ruksana Mohammed,2018-06-12 Taking a fresh look at the role of creativity within the early years this accessible guide explores what is meant by creativity and considers how creative skills behaviours and thinking can be identified and fostered in the individual child Underpinned by the latest research and policy chapters illustrate how creative attitudes can be adopted in all subject areas and opportunities for creativity maximised Creative Learning in the Early Years acknowledges the power of creative processes in helping children reach their full potential in the early years and beyond Photocopiable work tools enable the reader to plan observe assess and record progress as they develop playful and creative approaches whilst practical advice and demonstrable examples are easily integrated into existing practice Topics addressed include recognising and encouraging creative tendencies stimulating the child s imagination developing adult creativity and self awareness creating enabling environments and creative spaces using documentation and planning to inspire creativity An exciting and accessible guide which encourages exploration experimentation reflection and development Creative Learning in the Early Years will support current and future early years practitioners as they discover the rich opportunities opened by creative practice **The Enlightenment Formula -**

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Provocative Inspiration - Breaking Boundaries for Creative Heights Simone

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What a Great Idea! 2.0 Chic Thompson, Charles Thompson, 2007 It has sold more than 200 000 copies since 1992 and now the most imaginative guide to thinking creatively is back in a new and improved version Author Chic Thompson knows that everyone wants to be more creative and he knows how to make it possible That s why the Harvard Business School released a case study on him Thompson has had unparalleled success teaching readers how to harness their ingenuity to generate new product ideas resolve difficulties in the workplace and overcome bureaucratic language and killer phrases that stifle innovation The good news is that this great looking thoroughly updated edition features even more brain stimulating suggestions exercises action sheets tips for using new technologies ideas for encouraging creativity at home and much more

Principles of Integrated Marketing Communications Lawrence Ang, 2021-02-23 Marketing in the digital age poses major challenges for traditional and established practices of communication To help readers meet these challenges Principles of Integrated Marketing Communications An Evidence based Approach provides a comprehensive foundation to the principles and practices of integrated marketing communications IMC It examines a variety of traditional and digital channels used by professionals to create wide reaching and effective campaigns that are adapted for the aims of their organisations This edition has been thoroughly revised and each chapter includes case studies of significant and award winning campaigns from both Australian and international brands that illustrate the application of explored concepts discussion and case study questions that enable readers to critically evaluate concepts and campaigns a managerial application section that illustrates how concepts can be applied effectively in a real situation a further thinking section that expands knowledge of advanced concepts and challenges readers to think more broadly about IMC

Managing Public Relations Peter M. Smudde, 2023-03-02 The second edition of Managing Public Relations introduces students to the key concepts and practices involved in the day to day running of a PR

operation whether it is a company department an independent agency or any organized group focused on PR The book s unique approach places the PR function within the broader context of an organization equipping students with the essential business knowledge perspective and skills needed when starting out in their careers This second edition has been fully updated throughout and includes Current examples and testimonials from across the globe as well as updated Executive Viewpoints Expanded content on strategic planning budgeting and financial statements Detailed commentary on topics relevant to the modern workplace including remote management Consideration of diversity inclusion equity and access within PR Additional content on the use of analytics and measuring return on investment ROI Updated online material including an Instructor s Manual that incorporates problem based questions example assignments and activities A highly practical and comprehensive guide this textbook should be essential reading for advanced undergraduate and postgraduate students studying public relations management strategic communications and marketing management

Beyond Reductionism Katharine Farrell, Tommaso Luzzati, Sybille van den Hove, 2013-05-07 This is a book about the work of scientists in the era of the Anthropocene where human beings appear to have become a driving force in the evolution of the planet It is a diverse collection of empirical methodological and theoretical chapters concerned with the practice of interdisciplinary social ecological systems research The aim of the contributors is to give the reader an appreciation for the range and complexity of the challenges faced by researchers research institutions and wider communities trying to make sense of the causes and consequences of the this new era of global environmental change The tragedy of the Anthropocene of the large scale anthropogenic habitat destruction and planet wide impacts of anthropogenic climate change is not that science has failed humanity but rather that it has served humanity all too well making possible in just a few hundred years volumes and scales of human activity far exceeding anything ever seen before Coming to terms with that success was the aim of the 1969 Alpbach Symposium from which this book draws its name where contributors including Friedrich Hayek and Ludwig von Bertalanffy asked themselves what theory practices and standards are required to move beyond reductionism Like those from 1969 the answers presented in this collection are hugely diverse ranging from PhD students concerned with research methods and institutional obstacles to mid career scholars presenting their innovative beyond reductionism research methods to emeritus professors looking back over what has been achieved in the past 30 years and suggesting where things might go from here All the contributors begin from the premise that the challenges of the Anthropocene can only be successfully met if interdisciplinary research effectively brings together social and natural sciences the humanities stakeholders and decision makers They conclude in unison that both the institutional and the methodological foundations needed to do this work are still sorely lacking While this may seem a dismal position the book is full of success stories such as the integrative approach of MuSIASEM Multi Scale Integrative Assessment of Social Ecological Metabolism developed by Mario Giampietro s group in Barcelona Spain the alternative perspectives of what Ariel Salleh calls the meta industrial

discourse in Ecofeminism or the innovative trans departmental status of the Stockholm Resilience Centre in Sweden Putting both the theoretical and methodological challenges of moving beyond reductionism on the table for discussion this text aims to help a growing community of passionate thinkers and actors better understand themselves and their work **Delphi**

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Table of Contents Weird Ideas That Work

1. Understanding the eBook Weird Ideas That Work
 - The Rise of Digital Reading Weird Ideas That Work
 - Advantages of eBooks Over Traditional Books
2. Identifying Weird Ideas That Work
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Weird Ideas That Work
 - User-Friendly Interface
4. Exploring eBook Recommendations from Weird Ideas That Work
 - Personalized Recommendations
 - Weird Ideas That Work User Reviews and Ratings
 - Weird Ideas That Work and Bestseller Lists
5. Accessing Weird Ideas That Work Free and Paid eBooks
 - Weird Ideas That Work Public Domain eBooks
 - Weird Ideas That Work eBook Subscription Services
 - Weird Ideas That Work Budget-Friendly Options
6. Navigating Weird Ideas That Work eBook Formats

- ePub, PDF, MOBI, and More
- Weird Ideas That Work Compatibility with Devices
- Weird Ideas That Work Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Weird Ideas That Work
 - Highlighting and Note-Taking Weird Ideas That Work
 - Interactive Elements Weird Ideas That Work
- 8. Staying Engaged with Weird Ideas That Work
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Weird Ideas That Work
- 9. Balancing eBooks and Physical Books Weird Ideas That Work
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Weird Ideas That Work
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Weird Ideas That Work
 - Setting Reading Goals Weird Ideas That Work
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Weird Ideas That Work
 - Fact-Checking eBook Content of Weird Ideas That Work
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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