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The Open Organization: A New Era of Leadership and Organizational Development

By Philip A. Foster



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The Open Organization: A New Era of Leadership and Organizational Development By Philip A. Foster

What is it that makes certain organizations more successful? Organization design and its management has long been the fixation of leaders and scholars alike. Cracking the code to the perfect organizational ecosystem appears to be the dividing line between great success and mediocrity. The 21st century launched with great volatility and a level of cultural and global diversity unknown by previous generations. This instability demands new approaches and methods for the delivery of products, services and ideas. We can no longer afford to run organizations with 19th and 20th century ideas. The pressures of shifting demographics, culture and technology require new approaches to organizational leadership and structures. Welcome to the era of the Open Organization. The Open Organization: A New Era of Leadership and Organizational Development, by Dr Philip A Foster, is divided into three distinct parts; the first explores the foundations of an Open Organization, covering the evolution of leadership and organization theories from the beginning of known time through to the 21st century; the second discusses the elements of such an organization, presenting the ecosystem of an Open System with its structure, culture and decision-making functions, while the third examines the 21st century organization, questioning 'who should go Open' and reviewing the reality of creating this type of organization, understanding control and resistance and addressing the matter of bringing about change.



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The Open Organization: A New Era of Leadership and Organizational Development By Philip A. Foster **Bibliography**

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Editorial Review

Review

This is a rich, well-prepared, well-researched and well-developed book which will become a seminal and foundational work on the Open Organization. I appreciate the depth and breadth of thought continuity as Philip maintains a focused lens in presenting the tenants, characteristics, realities and possibilities of the Open Organization. I look forward to seeing this work become a relied upon source for those developing and studying the Open Organization. --Diane M. Wiater, Regent University, USA and Editor, Journal of Practical Consulting

'Dr Foster's book The Open Organization highlights the challenges many 21st century organizations face. Demographics, an aging population, a shrinking workforce, culture, technology, and a world economy are changing the way we engage human capital. In The Open Organization, Dr Foster offers solutions to these pressing challenges and challenges leaders to rethink outdated organizational models.' --Skip Prichard, President & CEO, OCLC, USA

The Open Organization is both an in-depth look at how far we've moved from the closed, bureaucratic systems of the past and a manual for how to operate in a world where adaptability isn't just a competitive advantage...it's a requirement for survival. --David Burkus, Oral Roberts University, USA and author of The Myths of Creativity

About the Author

Dr Philip A. Foster holds a Master of Arts in Organizational Leadership (emphasis in Coaching and Mentoring) and a Doctorate of Strategic Leadership (emphasis in Strategic Foresight). He is a Thought Leader in Business Operations, Organization and Strategic Leadership and an Adjunct Professor at Middle Tennessee State University. He has over 24 years of experience in both government and the private sector. This includes over 13 years as an executive in manufacturing, media, and business consulting. Philip has extensive knowledge and experience developing and delivering curriculum at both corporate and university level, as well as significant experience of developing policies, procedures and corporate structures. He serves as a consultant and board adviser to several not-for-profits in Middle Tennessee.

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