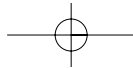


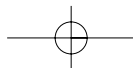
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Introduction

Purpose of This Book

This book is a practical guide you can use to design your workplace to be self managing. It contains the concepts, do-it-yourself guides, and case examples you need to get you started on the road to self management. The basic premise of this approach is that organisation effectiveness – quality products and services – results when you redesign your workplace to be self managing. And, that the people who do the work are the ones who know best how to redesign it. Self managing workplace design is a participative way to get everyone in your organisation involved in workplace effectiveness.

People In Charge is for you if your organisation is considering workplace redesign. Any kind of organisation – corporation, small business, public sector, or government agency – can become more productive and effective by changing its structure to self management. The book is for managers who are considering the benefits of changing to self management, and what steps they can take to make sure real change happens. Workers will find this book a useful guide for understanding how self management can provide them more satisfaction at work, and at the same time make the organisation more successful. The book is also a resource for consultants and trainers wanting to learn effective ways for implementing self management.