



People in Charge : Creating Self Managing Workplaces (Social Ecology Series)

Robert Rehm, Abigail Large

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A step-by-step guide for self-managing workplaces. It uses a powerful and practical concept called "Participative Design" with which you create a workplace with greater energy, quality, and pride one that puts people in charge of their own work and is more productive.

Participative Design starts with the foundations for good work. Analyze your workplace by asking, Is there room for decisions? For learning? For mutual support and respect, meaningfulness, and a desirable future? You will discover how to take stock of the present structure and workflow and then redesign them to be self-managing. Each team agrees on goals, resources, ground rules, training needs, coordination, and career paths, and then looks at the results.

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