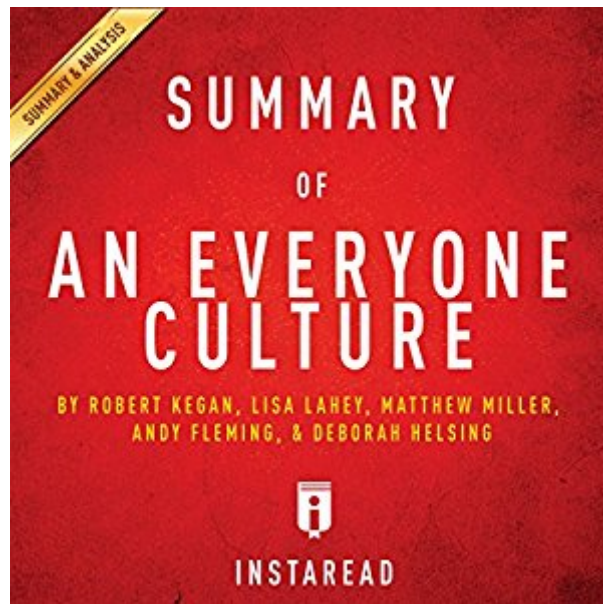


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# Summary Of An Everyone Culture: By Robert Kegan And Lisa Lahey | Includes Analysis



## Synopsis

Summary of An Everyone Culture by Robert Kegan and Lisa Lahey, with Matthew Miller, Andy Fleming, Deborah Helsing | Includes Analysis Preview: An Everyone Culture by Robert Kegan, Lisa Lahey, Matthew Miller, Andy Fleming, and Deborah Helsing is an academic description of unconventional employee management systems implemented by three example businesses. Cinema chain ArcLight Cinemas, investment firm Bridgewater Associates, and corporate rewards company Next Jump each exemplify the deliberately developmental organization, or DDO. In conventional organizations, employees spend time that could be productive covering up mistakes or hiding weaknesses from coworkers. In a DDO, the company reinvests that time in activities that help its employees learn from their mistakes, build on their shortcomings, and constantly challenge their weaknesses. DDOs rely on the idea that adults continue to develop mentally well beyond physical maturity. The three features of a DDO are the constant pressure to learn new skills, a trusting environment where people accept and give feedback, and consistent practices that strengthen both of the first two features. These three features are known... PLEASE NOTE: This is key takeaways and analysis of the book and NOT the original book. Inside this Instaread summary of An Everyone Culture Overview of the Book Important People Key Takeaways Analysis of Key Takeaways About the Author With Instaread, you can get the key takeaways, summary and analysis of a book in 15 minutes. We read every chapter, identify the key takeaways and analyze them for your convenience.

## Book Information

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## Customer Reviews

This is an overview of the actual book "An Everyone Culture." Kind of like an abbreviated "Cliff's Notes"™ for the FULL book. It provides a potential reader enough information regarding the book's content to determine if we want to invest the extra money and time to actually buy and read the entire book. This non-fiction read is a collaborative effort by five business professionals describing new, original and unorthodox managing techniques. At .99 cents, this summary is a good value, which is one of the reasons I have personally found "Instaread" to be a useful service.

"An Everyone Culture" by Robert Kegan, Lisa Lahey, Matthew Miller, Andy Fleming, and Deborah Helsing is an academic description of unconventional employee management systems implemented by three example businesses. In conventional organizations, employees spend time that could be productive covering up mistakes or hiding weaknesses from coworkers. In a deliberately developmental organization (DDO), the company reinvests that time in activities that help its employees learn from their mistakes, build on their shortcomings, and constantly challenge their weaknesses. This Instaread boiled down this dense non-fiction book into 10 key takeaways or the highlight reel. I was able to learn about human development and psychology, how DDOs are formed, and why we all need to push ourselves in our organizations. This was a great read for my lunch break, giving me actionable suggestions on how to improve my work environment. I appreciate the professional development Instaread gave me and would suggest this book to anyone. I was given a copy of this book to review.

Summary of An Everyone Culture by Robert Kegan and Lisa Lahey by Instaread, analyzes a description of deliberately developmental organizations (DDOs). The authors maintain that in traditional organizations, most people spend most of their time covering up mistakes or concealing their weaknesses. But, in a DDO, it's understood that adults can still develop mentally, and employees are encouraged to step outside their comfort zones and be more productive. This summary and analysis is an excellent review that should tell a potential reader if this book is worth the investment. I received a complimentary copy of this book in exchange for my unbiased review.

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