



DIRECTIVOS, NO MBAS

Una visión crítica de la dirección de empresas
y la formación empresarial

HENRY MINTZBERG

DEUSTO

Directivos No Mbas Directivos No Mbas

Ensheng Dong



Directivos No MBAs Directivos No MBAs:

Directivos, no MBAs Henry Mintzberg, 2007-11 Directivos no MBAs examina las cosas que funcionan mal en el sistema actual. Los programas convencionales de MBA están básicamente dirigidos a gente joven con escasa o nula experiencia. Esta es la gente equivocada según Mintzberg, pues dichos programas subrayan el análisis y la técnica. Estos son los más equivocados. Dejan a los titulados con la falsa impresión de que han recibido formación para ser directivos, lo cual tiene un efecto corrosivo sobre la práctica de la dirección, así como sobre nuestras empresas. Mintzberg describe una forma muy distinta de abordar la formación de directivos a los cuales anima a que la practiquen a partir de sus propias experiencias. Nadie puede pretender que de las aulas salgan directivos. Pero los directivos que ya lo son pueden mejorar significativamente su práctica en una buena aula que aproveche esta experiencia. Los programas de MBA convencionales, al ser concebidos para personas sin experiencia directiva, subrayan en exceso el análisis y denigran la experiencia. Eso da lugar a una impresión distorsionada de lo que es la dirección. En las aulas no se crean líderes. Pero las personas que ya han practicado la dirección pueden mejorar significativamente su efectividad si tienen la oportunidad de aprender a través de su propia experiencia. Mintzberg aboga por abordar la dirección desde un punto de vista más atractivo y así afrontar la formación de los directivos desde un punto de vista más reflexivo. Esboza también la manera como las escuelas de negocios pueden llegar a convertirse en verdaderas escuelas de dirección.

MBA en 12 semanas Bjorn Billhardt, Nathan Kracklauer, 2024-09-12 El programa de gestión empresarial de 12 semanas avalado por más de 100 000 profesionales de compañías destacadas de la lista Fortune Global 500. MBA en 12 semanas ofrece consejos prácticos para dirigir y liderar con éxito en los negocios de hoy. Conseguir un MBA requiere tiempo y dinero, lo que lo hace inaccesible para muchas personas que desean asumir responsabilidades en el mundo empresarial. MBA en 12 semanas ofrece una manera alternativa de aprender las habilidades y los conocimientos esenciales para triunfar en la gestión y la dirección de empresas. La premisa de MBA en 12 semanas es sencilla: puedes conseguir las técnicas y las aptitudes necesarias para dirigir un negocio por menos dinero y menos tiempo de lo que exige un MBA tradicional, donde buena parte del currículum se queda obsoleto en cuanto te gradúas. Una vez que se despoja el MBA de su contenido funcional y específico, quedan dos áreas temáticas intemporales y universales que todo líder empresarial debe conocer: los números y las personas. Con este libro aprenderás cómo maximizar el valor que genera un negocio a través de la gestión del talento y cómo medir dicho valor a través de herramientas concretas de contabilidad y finanzas. Bjorn Billhardt y Nathan Kracklauer son ejecutivos senior en Ability, empresa de formación de liderazgo que ha ayudado a más de cien mil personas de cincuenta países. Algunos de los clientes de Ability son marcas mundialmente conocidas como Coca-Cola, The New York Times y Dell. Las lecciones clave del programa insignia de Ability disponibles ahora en esta accesible e interesante guía. Reseñas. Una guía esencial para un liderazgo empresarial práctico que abarca desde los números hasta la parte más humana de dirigir una empresa. Alex Davern, miembro del consejo de administración y antiguo consejero delegado de National Instruments. MBA en 12 semanas es

transformador me ayud a dirigir la mayor transacci n de la historia de mi empresa Martin Jones jefe de estudios cinematogr ficos de Austin Film Society MBA en 12 semanas condensa la informaci n de un t tulo universitario caro en consejos perdurables para el liderazgo en un mundo que necesitadesesperadamente un abanico m s diverso de l deres Christine Looser PhD directora s nior de la Universidad Minerva MBA en 12 semanas ofrece una introducci n a los conocimientos cuantitativos y humanos que se encuentran en el centro del pensamiento estrat gico exitoso Art Markman vicerrector de la Universidad de Texas Austin y autor de Bring Your Brain to Work MBA en 12 semanas es una gu a esencial que proporciona la perspicacia necesaria para desenvolverse con confianza en el mundo empresarial Roberta Pomponio directora del rea de satisfacci n del cliente en GoGuardian Una lectura excelente para quienes se plantean conseguir posiciones de direcci ny liderazgo y un gran repaso para los que ya han pasado por ellos Scott Collins PhD CEO de Austin Innovation Group MBA en 12 semanas ofrece ideas sencillas y concisas acerca del mundo de los negocios que cubren tanto el liderazgo financiero como el humano Ketan Patel consejero corporativo s nior de Envision Healthcare MBA en 12semanas encapsula dos a os de curso de posgrado en veinte cap tulos comprensibles para cualquiera Dave Bush ingeniero de Apple Lo que saben los mejores MBA Peter Navarro,2009-03-12 En esta obra encontrar los conceptos clave las herramientas y la experiencia con la que cuentan los programas MBA m s destacados y prestigiosos como el de Kellogg School Wharton School Stanford y la University of Southern California USC Con la contribuci n de los m s renombrados profesores de estos centros cada cap tulo permite al lector adentrarse en las aulas y asimilar las principales cuestiones que se tratan en los MBA Esta obra ofrece los conceptos clave herramientas y conocimientos que hasta el momento s lo se pod an adquirir cursando un programa MBA Recomendado para todo aqu l que desee cursar est cursando un programa MBA o ya lo tiene pero desea actualizar su formaci n En esta obra se encuentran grandes ideas y propuestas de las mejores escuelas de negocios del mundo **Lo que saben los mejores MBA. NE** Peter Navarro,2021-01-08 En esta obra encontrar los conceptos clave las herramientas y la experiencia con la que cuentan los programas MBA m s destacados y prestigiosos como el de Kellogg School Wharton School Stanford y la University of Southern California USC Con la contribuci n de los m s renombrados profesores de estos centros cada cap tulo permite al lector adentrarse en las aulas y asimilar las principales cuestiones que se tratan en los MBA Esta obra ofrece los conceptos clave herramientas y conocimientos que hasta el momento s lo se pod an adquirir cursando un programa MBA Recomendado para todo aqu l que desee cursar est cursando un programa MBA o ya lo tiene pero desea actualizar su formaci n En esta obra se encuentran grandes ideas y propuestas de las mejores escuelas de negocios del mundo **Fundamentos del desarrollo directivo** Carlos Royo,2022-05-19 Conoce cu les son los valores que gobiernan su vida C mo descubrir su esencia directiva Desea hacer un cambio que le lleve hacia un futuro deseable Estas son las inquietudes que tienen muchos participantes de un programa de desarrollo directivo en una escuela de negocios Esade requiri a Richard Boyatzis uno de los padres de la inteligencia emocional el programa que hab a creado en la Weatherhead

School of Management Producto de esa colaboraci n Esade ha desarrollado un programa propio por el cual han pasado m s de 16 000 participantes convirti ndose en un aut ntico xito En Fundamentos del desarrollo directivo Carlos Royo director acad mico del programa LEAD comparte con un enfoque pr ctico los conocimientos que son impartidos en las aulas y los hallazgos de sus investigadores ofreciendo claves para el conocimiento personal que faciliten un liderazgo eficiente **The Directory of MBAs** ,1997 **Global Leaders** Santiago Íñiguez de Onzoño, Sab as que el 40 % de las empresas espa olas no encuentra profesionales con la formaci n y las capacidades necesarias Dado que el futuro de una empresa y el de una carrera profesional dependen de desarrollar el talento y las habilidades la educaci n para ejecutivos y directivos es fundamental Sin embargo una gran parte de los programas de alta direcci n no est n bien dise ados ni se aplican correctamente Global Leaders analiza c mo el futuro de la formaci n para ejecutivos est cambiando para satisfacer las necesidades y los deseos de los principales directivos desde el impacto de los MOOC las ventajas de un aprendizaje mixto y no nicamente online hasta la evoluci n de nuevas alianzas estrat gicas entre las empresas e instituciones Para ello es necesario combinar la formaci n t cnica basada en el an lisis con un enfoque mucho m s integral y transversal que incluye el estudio de las humanidades como el arte o la literatura Solo con una formaci n 360 los ejecutivos podr n convertirse en global leaders directivos capaces de adaptarse y tener xito en cualquier contexto y de aplicar su cultura para nutrir su gesti n y mejorar el entorno laboral iguez combina la informaci n pr ctica con casos interesantes an cdotas del mundo de las artes y entrevistas con algunas de las figuras m s influyentes en el mbito de la educaci n De forma muy amena nos cuenta su perspectiva nica y privilegiada sobre la educaci n ejecutiva gracias a su trabajo Adem s nos proporciona contenido muy valioso de lo que se necesita para ofrecer una formaci n de calidad en el nuevo entorno empresarial *Gesti n* ,2002 **Bibliografía española** ,2005-10 *El País* ,2003 **DICES** ,2006 *Ercilla* ,1997 *Boletín de informaci n comercial* ,2001-10 *Informe España 2006* Centro de Estudios del Cambio Social,2006 Tras unas consideraciones de tipo general el Informe analiza las pol ticas de tiempo y la ciudad la colaboraci n entre empresas y ONGS la situaci n de las mujeres espa olas en puestos directivos la educaci n infantil la inmigraci n y el mercado de trabajo y los mayores y la familia en la sociedad actual **Boletín bibliográfico mexicano** ,2006 **MARKETING DEL VINO. Estrategia, valor y digitalizaci n** Ruiz Santolaya, Alfredo,2023-03-23 Tienes en tus manos un libro cuya esencia es la neurocomunicaci n como si fuera el kil metro cero del marketing all donde se crea el valor de todos esos maravillosos vinos que tenemos en la cabeza Hablaremos a trav s de sus p ginas de los experimentos de Frederic Brochet con sus vinos baratos que parec an caros de la excelente propuesta sobre neuromarketing de Roberto M lvarez del Blanco desmontaremos la falsedad del dicho popular sobre gustos no hay nada escrito Ah y evocaremos el famoso vino de los ngeles Adem s disfrutaremos de un recorrido por m s de 70 casos de bodegas a trav s del coraz n de grandes marcas y peque as propuestas diferenciales Todo ello sumado a numerosas entrevistas y reflexiones de diversos profesionales del sector Y ante la pregunta de c mo crear valor aplicaremos lo que los grandes gur s de la estrategia Kotler Porter Ries

Trout Aaker nos han recomendado Nos pasearemos por la place de Bordeaux vendiendo vinos de mil euros Viajaremos a Taiw n Italia Hungr a Canad Georgia Escucharemos a George Armitage cuando reduce los est mulos de comunicaci n de 5 a 9 y nos preguntaremos qu tengo que eliminar Y para los profesionales del marketing descubriremos c mo la espiral de Fibonacci genera excelentes piezas de comunicaci n buenas etiquetas y mejores fotos Para terminar hablaremos del concepto medida del rendimiento en el apartado comercial Y todo esto adem s lo haremos digital porque la digitalizaci n ha llegado para quedarse En resumen un libro para disfrutar anotar y aplicar Y ante todo que vivan los buenos vinos *Las claves del análisis económico-financiero de la empresa* José de Jaime Eslava,2010-10-15 En este libro el lector encontrar las claves del análisis econ mico financiero de la empresa a trav s de la interpretaci n y análisis de sus principales estados financieros y aplicando sobre los mismos la t cnica de los ratios de gesti n Orientado su contenido metodolog a y definici n de conceptos a los directivos no financieros su objetivo es facilitar a dichos directivos la comprensi n y uso de aquellos ratios econ mico financieros fundamentales que puedan apoyar eficazmente su proceso de adopci n de decisiones de nivel directivo tanto en el mbito de acciones que incidan sobre la rentabilidad econ mica de la empresa como sobre la rentabilidad financiera de los accionistas o propietarios as como sobre las pol ticas de crecimiento empresarial e incluso sobre la rentabilidad de de nuevos proyectos de inversi n Adem s el libro aporta como novedades por un lado el caso pr ctico de una empresa que a lo largo de cada uno de sus cap tulos detalla como ejemplo un desarrollo completo de todos los ratios que se explicitan as como su análisis pr ctico Por otro lado se incorpora al libro un CD con un potente simulador que permite incluir interpretar analizar y comparar de forma r pida y completa hasta 12 estados financieros Balances y Cuentas de P rdidas y Ganancias que se desee tanto de una sola empresa como de diferentes empresas a trav s de ratios y diagramas perfectamente ajustados a las exigencias de la Nueva Contabilidad del Plan General Contable Espa ol publicado en noviembre de 2007 El autor Jos de Jaime Eslava Licenciado en Ciencias Econ micas y Empresariales profesor mercantil y con varios t tulos de MBA EOI PDG IESE EPBA Columbia New YORK ha sido director corporativo de finanzas y riesgos de diferentes empresas espa olas y director de estrategia corporativa de filiales espa olas de multinacionales desempe ando actualmente las funciones de Socio Director del Grupo ECG Consultores de Direcci n Presidente del Instituto Espa ol de Finanzas Consejero de EuroFinance Institute para Espa a y del Instituto Tecnol gico Latino ndice Las posiciones econ mico financieras de la empresa Los estados financieros como soportes del análisis de la gesti n empresarial El análisis de la rentabilidad y solvencia de la empresa El análisis del capital circulante y la liquidez empresarial El análisis de los costes de la financiaci n empresarial El análisis de las decisiones de crecimiento empresarial El análisis de las decisiones de inversi n El análisis de la rentabilidad de los proyectos de inversi n El análisis de los costes y la rentabilidad de los productos **América economía** ,2004 El nuevo inversionista ,2006

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Directivos No Mbas Directivos No Mbas: Bestsellers in 2023 The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous compelling novels captivating the hearts of readers worldwide. Lets delve into the realm of popular books, exploring the captivating narratives that have charmed audiences this year. The Must-Read : Colleen Hoover's "It Ends with Us" This poignant tale of love, loss, and resilience has gripped readers with its raw and emotional exploration of domestic abuse. Hoover skillfully weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can triumph. Uncover the Best : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This intriguing historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids absorbing storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Discover the Magic : Delia Owens "Where the Crawdads Sing" This captivating coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens weaves a tale of resilience, survival, and the transformative power of nature, captivating readers with its evocative prose and mesmerizing setting. These bestselling novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of captivating stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a masterful and gripping novel that will keep you guessing until the very end. The novel is a cautionary tale about the dangers of obsession and the power of evil.

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