



# **The End of Management and the Rise of Organizational Democracy (J-B Warren Bennis Series)**

*Kenneth Cloke, Joan Goldsmith*

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There is a search in process for a new context and paradigm for the organization of the future—an organization that must be capable of producing high-quality, competitive products that satisfy customers without destroying the planet or degrading human life. *The End of Management and the Rise of Organizational Democracy* calls for a radical set of organizational development initiatives that will combat the destructive forces of globalization, put an end to authoritarian, paternalistic management, and move organizations toward a new "organizational democracy." Kenneth Cloke and Joan Goldsmith detail the practical opportunities, alternatives, and models for these new organizations and challenge leaders to transform their workplace environment into one shaped by a context of values, ethics, and integrity. They reveal how a combination of collaboration, self-management, and organizational democracy can break down long-standing boundaries and foster the far-reaching, sustainable changes critical to success in the twenty-first century.

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