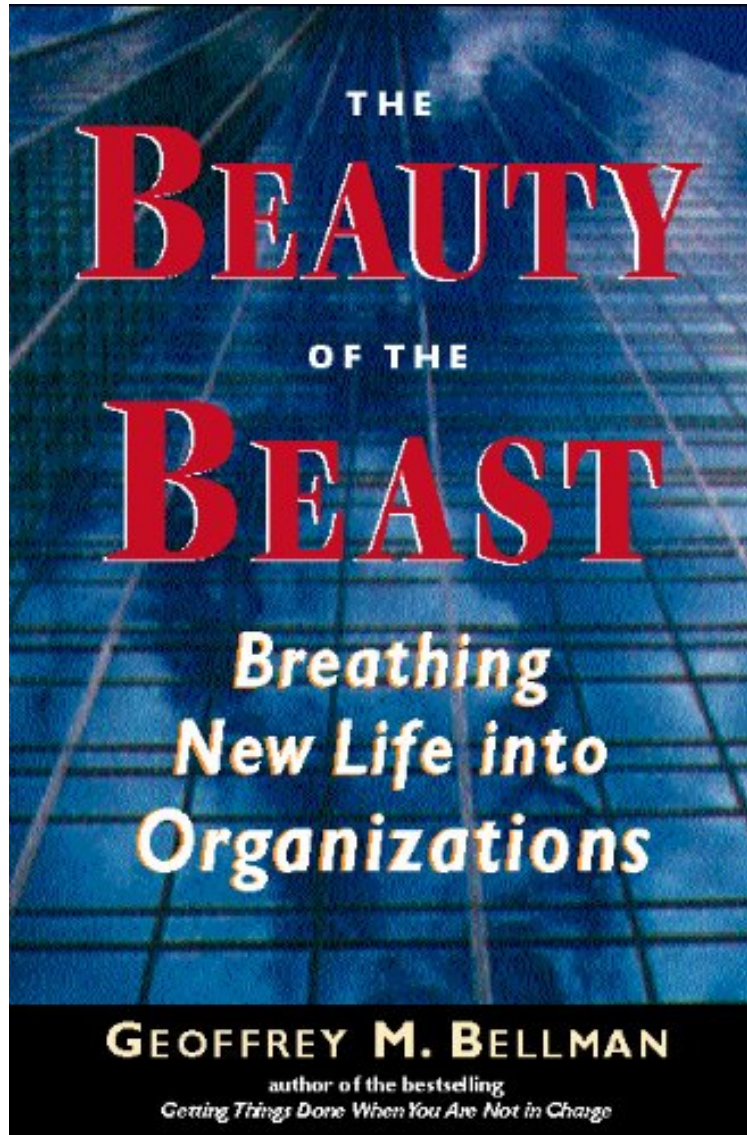


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The Beauty of the Beast: Breathing New Life Into Organizations

Geoffrey M Bellman

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Geoffrey M Bellman : The Beauty of the Beast: Breathing New Life Into Organizations before purchasing it in order to gage whether or not it would be worth my time, and all praised The Beauty of the Beast: Breathing New Life Into Organizations:

6 of 6 people found the following review helpful. The Beauty of the Beast -- Bellman's New BookBy Kevin CorayThe Beauty of the Beast is a welcome addition to Bellman's writings. As a management consultant, I found lots of immediately useful ideas in the book for working with my clients. From his early matrix examining how loving or hating organizations can hurt or help us, to his reasoning for why we create the bureaucratic organizations that we love to hate, I found sound thinking that has already influenced my work. His 20 renewal assertions read like the synthesis

of a long consulting career. The assertions are like the design for an appreciative journey into finding and developing life in organizations. Each of the 20 assumptions about organizational change is accompanied by several questions to enable better and more lasting change. In terms of adding value to my work, Bellman's book was like getting a senior consultant as a mentor. So, was it worth the money? It was a bargain. 8 of 8 people found the following review helpful.

Balanced Perspective - Creative Tension - Inspiring Vision
By Tim Weitzel
I recently finished Geoff Bellman's book *The Beauty of the Beast*, and I thoroughly enjoyed this very readable book! It offers a simple, realistic, and accepting perspective on organizations as they are, including their "warts, wrinkles, and wonder." It reveals a depth of understanding that is only gained through years of engagement with and thoughtful reflection on organizations . . . and on oneself. *The Beauty of the Beast* guides the reader through his/her own balanced exploration of organizations and his/her relationship to them - an honest, eye-opening, often times humbling exploration. A potential outcome of this exploration is a much larger frame of reference in regards to organizations and one's life within them. Geoff teaches us of the need to hold "creative tension" between opposite truths, between competing needs and agendas; something that many disciplines are telling us is essential to our long-term success in today's complex world. But it is clear that Geoff is teaching from experience and from his own capacity for this work. He demonstrates his Eldership and his personal and professional maturity by modeling his ability to hold a balanced perspective towards each situation, to see the truth in all sides . . . even those sides that differ from his own. And while this exploration takes the reader into the dark "authority-worshipping, talent-diminishing, heart-stomping" beastly aspects of organizations, it also unfolds a message of great hope - hope for the prospect of a meaningful, creative, value-adding individual life right now and for sowing the seeds for organizations generations hence. And to help us in this process he lays out a practical guide of inquiry and reflection for engaging a future that is still only a possibility - but is inspiring and powerful enough to evoke our best efforts now. I think this is an important book. If even just a small percentage of people in an organization could develop a working relationship to the perspective Geoff offers, efforts towards organizational renewal would have a much higher success rate.

0 of 0 people found the following review helpful. fabulous title, wonderful content
By Douglas O'Loughlin
I have read most of Geoff's books. He writes with a tremendous clarity, sharpened by years of experience all around the world. This is my favourite book of his, as he brilliantly explores the relationship that each of us in organisational life has with the organisations we are part of. One activity from the book that I have used in my working with groups is the 2 by 2 matrix around loving and hating the "beast", and helping and harming ourselves. It is healthy and deep work for people. I think the subtitle of the book "breathing new life into organizations" can be achieved with the ideas in the book.

THE WAYS WE GO about changing organizations usually don't work, asserts Geoff Bellman. Our underlying assumptions predetermine the results and preclude the broad success we so desperately seek. Change efforts often end up off-track because of small expectations. What is needed are grand expectations, so big that they cannot be realized in many lifetimes. It is only when people awaken to and work toward these immense purposes that they have the chance of finding fulfillment. Organizations are the perfect place to do this-these "beasts" which we create and curse, love and hate, that are so essential to our lives. In *The Beauty of the Beast*, Bellman shows how we can explore our huge potential and shift our daily organizational focus to one of long life and fulfillment-and in the process redesign our organizations for tomorrow. Bellman examines why we keep creating these creatures that fall so far short of our dreams for them. He reveals how to recognize the beast in ourselves, showing how organizational control and hierarchy multiply our natural and less constructive inclinations many times over. He points out that the problem is not the existence of organizations but in the ways we imagine them. Bellman asks us to consider what we want to pass on to future generations, helps us imagine the organizations we would be proud to create, and challenges us to take action from where we are today. He offers twenty renewal assertions to help us in redesigning organizations for tomorrow. These solid guides (with related questions for work groups) open the organization to new possibilities, helping us to embrace the organizational world as it really is while working hard to change it. In the process we will also change ourselves, as we ultimately feel less distant from-and more responsible for-creating those troubling structures we love to vent about. *The Beauty of the Beast* will help people see their daily work in a new and larger perspective. It will help them embrace the real organizational world while they work at renewing it. And it will help people to recognize the choices available to them-and to exercise those choices for positive results.