



OPERATIONS MANAGEMENT

Why Do We Undervalue Competent Management?

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In MBA programs, students are taught that companies can't expect to compete on the basis of internal managerial competencies because they're just too easy to copy. Operational effectiveness—doing the same thing as other companies but doing it exceptionally well—is not a path to sustainable advantage in the competitive universe. To stay ahead, the thinking goes, a company must stake out a distinctive strategic position—doing something different than its rivals. This is what the C-suite should focus on, leaving middle and lower-level managers to handle the nuts and bolts of managing the organization and executing plans.

Michael Porter articulated the difference between strategy and operational effectiveness in his seminal 1996 HBR article, "What Is Strategy?" The article's analysis of strategy and the strategist's role is rightly influential, but our research shows that simple managerial competence is more

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Table of Contents Why Do We Undervalue Competent Management Hbs Edu

1. Understanding the eBook Why Do We Undervalue Competent Management Hbs Edu
 - The Rise of Digital Reading Why Do We Undervalue Competent Management Hbs Edu
 - Advantages of eBooks Over Traditional Books
2. Identifying Why Do We Undervalue Competent Management Hbs Edu
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Why Do We Undervalue Competent Management Hbs Edu
 - User-Friendly Interface
4. Exploring eBook Recommendations from Why Do We Undervalue Competent Management Hbs Edu
 - Personalized Recommendations
 - Why Do We Undervalue Competent Management Hbs Edu User Reviews and Ratings
 - Why Do We Undervalue Competent Management Hbs Edu and Bestseller Lists

5. Accessing Why Do We Undervalue Competent Management Hbs Edu Free and Paid eBooks
 - Why Do We Undervalue Competent Management Hbs Edu Public Domain eBooks
 - Why Do We Undervalue Competent Management Hbs Edu eBook Subscription Services
 - Why Do We Undervalue Competent Management Hbs Edu Budget-Friendly Options
6. Navigating Why Do We Undervalue Competent Management Hbs Edu eBook Formats
 - ePub, PDF, MOBI, and More
 - Why Do We Undervalue Competent Management Hbs Edu Compatibility with Devices
 - Why Do We Undervalue Competent Management Hbs Edu Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Why Do We Undervalue Competent Management Hbs Edu
 - Highlighting and Note-Taking Why Do We Undervalue Competent Management Hbs Edu
 - Interactive Elements Why Do We Undervalue Competent Management Hbs Edu
8. Staying Engaged with Why Do We Undervalue Competent Management Hbs Edu
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Why Do We Undervalue Competent Management Hbs Edu
9. Balancing eBooks and Physical Books Why Do We Undervalue Competent Management Hbs Edu
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Why Do We Undervalue Competent Management Hbs Edu
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Why Do We Undervalue Competent Management Hbs Edu
 - Setting Reading Goals Why Do We Undervalue Competent Management Hbs Edu
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Why Do We Undervalue Competent Management Hbs Edu
 - Fact-Checking eBook Content of Why Do We Undervalue Competent Management Hbs Edu
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
- Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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