



Vision & Talent and Paradise Books Services Project Newsletter

BOOKS THAT WILL REVOLUTIONISE YOUR THINKING

Featured Book:

EXPONENTIAL ORGANIZATIONS

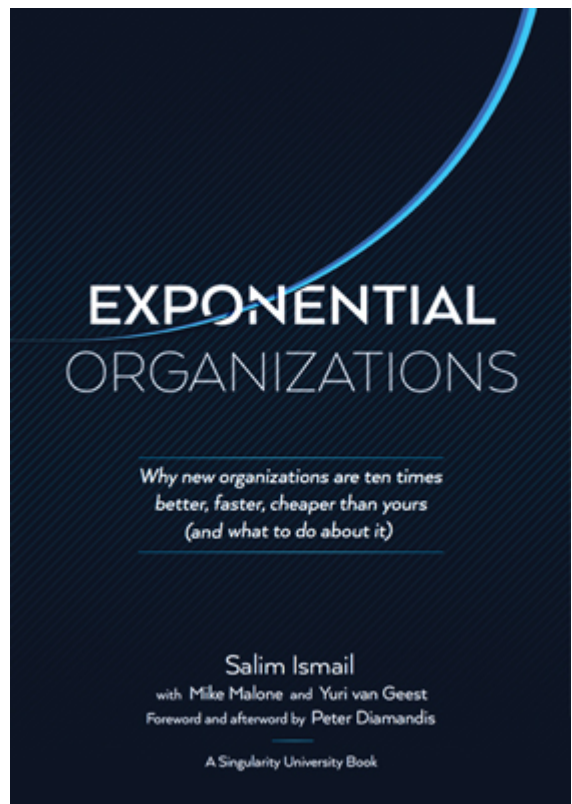
by Salim Ismail, with Mike Malone and Yuri Geest

Foreword by Peter Diamandis

Oculus VR, AirBnb, Uber, WhatsApp, DropBox... there is a growing list of startups commanding multibillion-dollar valuations in just a couple of years. The velocity of wealth creation is exploding.

What's going on? Why is this happening?

Salim Ismail (Singularity University) just announced his new book called [Exponential Organizations](#) that explains the phenomenon and, more importantly, how you can replicate it.



Today's traditional businesses are all about finding an asset (a factory) or a workforce (consultants) and wrapping an organizational boundary around it, and selling access to that scarcity, Peter Diamandis, who writes the Foreword explains. They are painfully incremental to build and grow.

An ExO instead leverages rapidly scalable exponential assets (big data, community, accelerating technologies) to perform 10x better than their peers in the same space.

So what are the Attributes of an ExO? First of all, an ExO has an **MTP - a Massively Transformative Purpose** - which is a clear, bold declaration of your mission.

Along with an MTP, ExOs leverage five key "External Mechanisms." These are represented by the acronym **S.C.A.L.E.:** • **Staff on demand.** • **Community & Crowd.** • **Algorithms.** • **Leased Assets.** • **Engagement.**

Along with an MTP, and SCALE, ExOs leverage five key "Internal Mechanisms." These are represented by the acronym **I.D.E.A.S.:** **Interfaces.** **Dashboards.** **Experimentation.** **Autonomy.** **Social.**

How do I implement this?

In the second half of his book, Salim walks us through exactly how to build and implement ExOs. He answers questions like: How can you build a startup with these principles? How could you apply them to a mid-market company? How can you retrofit these ideas into large organizations?

The book comes out in October 2014. If you'd like to pre-order the book now, you can email Vision & Talent at visionandtalentltd@gmail.com or Paradise Books Services at paradisebookshops@gmail.com, indicating the number of copies. This book is a perfect Xmas gift for your friends, colleagues, employees or your boss. Price \$26 only (excluding shipping, about \$7). You can also order directly from Amazon.

