

Baixar Avalie o Que Importa (PDF, ePub, Mobi) John Doerr GRATIS



O lendário capitalista de risco, John Doerr, revela como o sistema de Objetivos e Resultados-chaves (OKRs) ajudou gigantes da tecnologia, como Intel e Google, a alcançarem um crescimento exponencial — e como ele pode ajudar qualquer organização a prosperar.

No outono de 1999, John Doerr se reuniu com os fundadores de uma startup, a quem ele acabara de doar 12,5 milhões de dólares, o maior investimento de sua carreira. Larry Page e Sergey Brin tinham uma tecnologia incrível, energia empreendedora e ambições altíssimas, mas nenhum plano de negócios real. Para o Google mudar o mundo (ou mesmo sobreviver), Page e Brin tiveram que aprender a fazer escolhas difíceis para manter a equipe no caminho certo. Eles teriam que saber quando interromper propostas destinadas a falhar. E precisavam de dados oportunos e relevantes para acompanhar o progresso — para avaliar o que importava.

Doerr ensinou-lhes sobre uma abordagem comprovada de excelência operacional: Objetivos e Resultados-chave. Ele havia descoberto os OKRs na década de 1970 quando atuava como engenheiro da Intel, onde o lendário Andy Grove ("o maior administrador de sua ou de qualquer outra época") dirigia a empresa mais bem-sucedida que Doerr já tinha visto. Mais tarde, como capitalista de risco, Doerr compartilhou as ideias de Grove com mais de cinquenta empresas e onde quer que o processo fosse fielmente praticado, funcionava.

Nesse sistema, os objetivos definem o que se busca alcançar e os resultados-chave são como esses objetivos de prioridade máxima serão atingidos com ações específicas e mensuráveis dentro de um prazo definido. As meta são transparentes para toda a organização, do porteiro ao CEO.

Os benefícios são profundos. Os OKRs concentram esforços e promovem a coordenação. Eles mantêm os funcionários no caminho certo, unificam e fortalecem toda a empresa. Por consequência, os OKRs aumentam a satisfação no local de trabalho e aumentam a retenção.

Avalie o Que Importa compartilha uma ampla g

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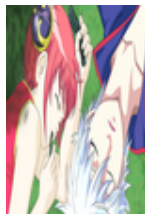
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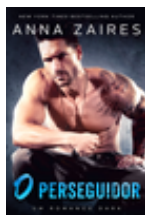
[PDF] Shadow Trace(1)



<http://media.beebok.info/br-1469254290/shadow-trace-1.html>

The peaceful coexistence of races has grown and multiplied in this world. How many years later, with the study of magic and science, the whole world has entered a new era.

[PDF] O perseguidor



<http://media.beebok.info/br-1463395321/o-perseguidor.html>

Altamente viciante e assombrosamente linda, a história de Peter e Sara vai ficar com você por muito tempo depois que você ler as últimas palavras. — Julia Sykes, escritora best-seller do USA Today. Ele surgiu durante a noite, um estranho cruel e sombrio, proveniente...

[PDF] Fugitive Dragon(2)



<http://media.beebok.info/br-1469266271/fugitive-dragon-2.html>

The pale blue night sky was filled with dark blue clouds, half covered with the only bright moon in the night like weird rags. This was the most exciting moment of the day. I crept up on the rock wall, opened the locked windows with tools, and quickly turned into the room. I stood in a fixed...

[PDF] Fugitive Dragon(1)



<http://media.beebok.info/br-1469264254/fugitive-dragon-1.html>

The pale blue night sky was filled with dark blue clouds, half covered with the only bright moon in the night like weird rags. This was the most exciting moment of the day. I crept up on the rock wall, opened the locked windows with tools, and quickly turned into the room. I stood in a fixed...

[PDF] Holy Devil Continent(2)



<http://media.beebok.info/br-1469261741/holy-devil-continent-2.html>

I'm still very confident about my appearance. I can't count many beautiful women who have been chasing me since elementary school, but I have no interest in those superficial girls at all. That's why I was forced to live in seclusion in the mountains and forests.

[PDF] Holy Devil Continent(1)



<http://media.beebok.info/br-1469258407/holy-devil-continent-1.html>

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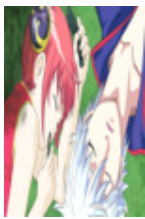
[PDF] Knight Wars(2)



<http://media.beebok.info/br-1469257649/knight-wars-2.html>

The wind rolled up leaves and danced happily. I put on my armor and looked at the cathedral in the distance. Today I am going to be a knight there.

[PDF] Shadow Trace(2)



<http://media.beebok.info/br-1469257075/shadow-trace-2.html>

The peaceful coexistence of races has grown and multiplied in this world. How many years later, with the study of magic and science, the whole world has entered a new era.

[PDF] Knight Wars(1)



<http://media.beebok.info/br-1469248441/knight-wars-1.html>

The wind rolled up leaves and danced happily. I put on my armor and looked at the cathedral in the distance. Today I am going to be a knight there.

[PDF] Dancing with Wolves(1)



<http://media.beebok.info/br-1469742417/dancing-with-wolves-1.html>

The twilight of the setting sun touches the vicissitudes of the earth and seems to comfort the dead.

[PDF] Star Food(1)



<http://media.beebok.info/br-1469436985/star-food-1.html>

Maybe the desert has already given high marks to the present scene, if not witnessed, if anyone said that the target is a sea of garbage, no flowers, trees, no houses, cars, no one. That puzzle must have thought that guy had eaten bad food.

[PDF] Nunca foi sorte



<http://media.beebok.info/br-1466263312/nunca-foi-sorte.html>

A partir de sua história de vida, Adriana Sant'Anna traz ferramentas que ela mesma testou em sua rotina e fizeram com que deixasse para trás uma vida de derrotas e amargura para conquistar sucesso em todos os níveis. Se você quer transformar sua vida, desfrutar de...

[PDF] Adventures in Dreams(1)



<http://media.beebok.info/br-1469455687/adventures-in-dreams-1.html>

After all, she is a reserved lady. She has no courage to do that, including her daughter's shyness, but also the helplessness of her life. She felt as if she was going to fall, crying softly, and for a long time, the shining tears wetted the bedding.

[PDF] Mister



<http://media.beebok.info/br-1459426526/mister.html>

Uma nova história de amor apaixonante escrita pela autora que arrebatou milhões de corações no mundo todo com a Trilogia Cinquenta tons de cinza Depois de vender 7 milhões de livros só no Brasil e de ter três de suas obras transformadas em filmes de...

[PDF] Flower Appreciation Conference(1)



<http://media.beebok.info/br-1469452637/flower-appreciation-conference-1.html>

The wind of immortality cultivation in mainland China is very flourishing. Although no one has really become a legendary immortal, it has been proved that immortal cultivation can strengthen the body and prolong life. Every country in Continent has a close relationship with the immortal cultivation...
