

Gary Hamel

Quotes

Innovation, Opportunity, Organization, Imagination, Way, Growth, People, Past, Important, Change, Strategy, Heart, Leader, Years, Company, Return, Imagine, Creating, Thinking, Hierarchy

A noble purpose inspires sacrifice, stimulates innovation and encourages perseverance.

~Gary Hamel

One doesn't have to be a Marxist to be awed by the scale and success of early-20th-century efforts to transform strong-willed human beings into docile employees.

~Gary Hamel

You can't use an old map to see a new land.

~Gary Hamel

The goal is not to speculate on what might happen, but to imagine what you can make happen.

~Gary Hamel

Out there in some garage is an entrepreneur who's forging a bullet with your company's name on it. You've got one option now - to shoot first. You've got to out innovate the innovators.

~Gary Hamel

We owe our existence to innovation. Our species exists thanks to four billion years of genetic innovation.

~Gary Hamel

There's a simple, but oft-neglected lesson here: to sustain success, you have to be willing to abandon things that are no longer successful.

~Gary Hamel

We've reached the end of incrementalism. Only those companies that are capable of creating industry revolutions will prosper in the new economy.

~Gary Hamel

Innovation is the fuel for growth. When a company runs out of innovation, it runs out of growth.

~Gary Hamel

Management innovation is going to be the most enduring source of competitive advantage. There will be lots of rewards for firms in the vanguard.

~Gary Hamel

From Gandhi to Mandela, from the American patriot to the Polish shipbuilders, the makers of revolutions have not come from the top.

~Gary Hamel

Great accomplishments start with great aspirations.

~Gary Hamel

Innovation is the only insurance against irrelevance.

~Gary Hamel

Never before has the gap between what we can imagine and what we can accomplish been smaller.

~Gary Hamel

Only stupid questions create wealth.

~Gary Hamel

In a well-functioning democracy, citizens have the option of voting their political masters out of office. Not so in most companies.

~Gary Hamel

The only thing that can be safely predicted is that sometime soon your organization will be challenged to change in ways for which it has no precedent.

~Gary Hamel

You can't build an adaptable organization without adaptable people - and individuals change only when they have to, or when they want to.

~Gary Hamel

In an increasingly non-linear economy, incremental change is not enough-you have to build a capacity for strategy innovation, one that increases your ability to recognize new opportunities.

~Gary Hamel

Win small, win early, win often.

~Gary Hamel

If customer ignorance is a profit centre for you, you're in trouble.

~Gary Hamel

Your organization can start tweeting, but that won't change its DNA.

~Gary Hamel

Remarkable contributions are typically spawned by a passionate commitment to transcendent values such as beauty, truth, wisdom, justice, charity, fidelity, joy, courage and honor.

~Gary Hamel

Business leaders must find ways to infuse mundane business activities with deeper, soul-stirring ideals, such as honor, truth, love, justice, and beauty.

~Gary Hamel

An enterprise that is constantly exploring new horizons is likely to have a competitive advantage in attracting and retaining talent.

~Gary Hamel

I'm not one of those professors whose office is encased floor-to-ceiling with books. By the way, I think academics do this to intimidate their

visitors.

~Gary Hamel

Perseverance may be just as important as speed in the battle for the future.

~Gary Hamel

Organizational structures of today demand too much from a few, and not much at all from everyone else.

~Gary Hamel

As human beings, we are the genetic elite, the sentient, contemplating and innovating sum of countless genetic accidents and transcription errors.

~Gary Hamel

The single biggest reason companies fail is they overinvest in what is, as opposed to what might be.

~Gary Hamel

The fact is, society is made more hospitable by every individual who acts as if 'do unto others' really was a rule.

~Gary Hamel

We like to believe we can break strategy down to Five Forces or Seven Ss. But you can't. Strategy is extraordinarily emotional and demanding.

~Gary Hamel

A titled leader relies heavily on positional power to get things done; a natural leader is able to mobilize others without the whip of formal authority.

~Gary Hamel

Are we changing as fast as the world around us?

~Gary Hamel

Discovery is the journey; insight is the destination.

~Gary Hamel

Like a child star whose fame fades as the years advance, many once-innovative companies become less so as they mature.

~Gary Hamel

This extraordinary arrogance that change must start at the top is a way of guaranteeing that change will not happen in most companies.

~Gary Hamel

Top-down authority structures turn employees into bootlickers, breed pointless struggles for political advantage, and discourage dissent.

~Gary Hamel

In the long term the most important question for a company is not what you are but what you are becoming.

~Gary Hamel

Ideas that transform industries almost never come from inside those industries.

~Gary Hamel

An adaptable company is one that captures more than its fair share of new opportunities. It's always redefining its 'core business' in ways that open up new avenues for growth.

~Gary Hamel

In an ideal world, an individual's institutional power would be correlated perfectly with his or her value-add. In practice, this is seldom the case.

~Gary Hamel

In the age of revolution you have to be able to imagine revolutionary alternatives to the status quo. If you can't, you'll be relegated to the swollen ranks of keyboard-pounding automatons.

~Gary Hamel

There are as many foolhardy ways to grow as there are to downsize.

~Gary Hamel

What matters in the new economy is not return on investment, but return on imagination

~Gary Hamel

To be embraced, a change effort must be socially constructed in a process that gives everyone the right to set priorities, diagnose barriers, and generate options.

~Gary Hamel

Strategy is, above all else, the search for above average returns.

~Gary Hamel

The problem is not one of prediction. It is one of imagination.

~Gary Hamel

Taking risks, breaking the rules, and being a maverick have always been important but today they are more crucial than ever.

~Gary Hamel

The biggest barriers to strategic renewal are almost always top management's unexamined beliefs.

~Gary Hamel

An uplifting sense of purpose is more than an impetus for individual accomplishment, it is also a necessary insurance policy against expediency and impropriety.

~Gary Hamel

Truth be told, there are lots of companies that provide exemplary phone support. DirecTV, Virgin America and Apple are a few that regularly exceed my expectations.

~Gary Hamel

Our biggest challenge is how to create a self-renewing company.

~Gary Hamel

Online hierarchies are inherently dynamic. The moment someone stops adding value to the community, his influence starts to wane.

~Gary Hamel

The value of your network is the square of the number of people in it.

~Gary Hamel

In most companies, the formal hierarchy is a matter of public record - it's easy to discover who's in charge of what. By contrast, natural leaders don't appear on any organization chart.

~Gary Hamel

Any company that cannot imagine the future won't be around to enjoy it.

~Gary Hamel

There is no way to create wealth without ideas. Most new ideas are created by newcomers. So anyone who thinks the world is safe for incumbents is dead wrong.

~Gary Hamel

The problem with the future is that it is different, if you are unable to think differently, the future will always arrive as a surprise.

~Gary Hamel

Most companies don't have the luxury of focusing exclusively on innovation. They have to innovate while stamping out zillions of widgets or processing billions of transactions.

~Gary Hamel

Building human-centered organizations doesn't imply a return to the paternalistic, corporate welfare practices of the 19th century. Most of us don't want to be nannied.

~Gary Hamel

For every person who can imagine a possibility there are tens of thousands who are stuck in the greased grooves of history.

~Gary Hamel

It's important to remember that innovators in business don't always get a platform.

~Gary Hamel

Resilience is based on the ability to embrace the extremes -- while not becoming an extremist. ... ****Most companies don't do paradox very well.**** (emphasis by author) [2002] p.25f

~Gary Hamel

We live in a moment that is pregnant with possibility.

~Gary Hamel

Businesses fail when they over-invest in what is at the expense of what could be.

~Gary Hamel

Fact is, inventing an innovative business model is often mostly a matter of serendipity.

~Gary Hamel

Power has long been regarded as morally corrosive, and we often suspect the intentions of those who seek it.

~Gary Hamel

Most of us do more than subsist. From the vantage point of our ancestors, we live lives of almost unimaginable ease. Here again, we have innovation to thank.

~Gary Hamel

Companies do not do new things because they understand it but because they feel it.

~Gary Hamel

All too often, a successful new business model becomes the business model for companies not creative enough to invent their own.

~Gary Hamel

Obviously, you don't have to be religious to be moral, and beastly people are sometimes religious.

~Gary Hamel

I am an ardent supporter of capitalism - but I also understand that while individuals have inalienable, God-given rights, corporations do not.

~Gary Hamel

people are all there is to an organization

~Gary Hamel

When a politician bends the truth or a CEO breaks a promise, trust takes a beating.

~Gary Hamel

Influence is like water. Always flowing somewhere.

~Gary Hamel

In a world of commoditized knowledge, the returns go to the companies who can produce non-standard knowledge.

~Gary Hamel

For the first time in history we can work backward from our imagination rather than forward from our past.

~Gary Hamel

I don't know whether the universe contains any evidence of intelligent design, but I can assure you that thousands of everyday products do not.

~Gary Hamel

Over the centuries, religion has become institutionalized, and in the process encrusted with elaborate hierarchies, top-heavy bureaucracies, highly specialized roles and reflexive routines.

~Gary Hamel

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