60 Emerging Giants: Building World-Class Companies in Developing Countries
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Western, Japanese, and South Korean companies appear to hold near-insurmountable advantages over businesses in newly industrializing countries—primarily because of their access to vast reservoirs of finance and talent. But some emerging-market companies are turning perceived disadvantages into business opportunities and competing successfully at home and abroad. Here's how.

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Employers can use all kinds of tools to get their employees to cooperate with a major change program, from visions statements to financial incentives to threats. Choosing the right cooperation tool starts with knowing to what extent employees agree on two crucial issues: what they want out of the organization and how to get it.

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