



E Pluribus Kinko s: A Story of Business, Democracy, and Freaky Smart People (Paperback)

By Dean Zatkowsky

Booksurge Publishing, United States, 2009. Paperback. Condition: New. Language: English . Brand New Book ***** Print on Demand *****. E Pluribus Kinko s describes how a highly democratic business structure helped Kinko s grow and profit for thirty years, and how the loss of democracy contributed to the company s decline and disappearance. From 1970 to 1999, Kinko s grew from a one-hundred-square-foot copy shop to a two-billion-dollar industry leader with over 1,000 branches worldwide, with thousands of engaged and participative citizen-coworkers. The foundations of our democracy were The Philosophy, which was like a constitution that clearly articulated stakeholder rights and expectations, our Partnership Ethos, which used profit sharing to spread the benefits and responsibilities of citizenship throughout the organization, and our habit of Pot-Stirring, which produced the frequent revolutions Thomas Jefferson believed were necessary in a healthy democracy. It was very messy - and very profitable.

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