

celonis layoffs

celonis layoffs have become a significant topic of discussion within the tech industry and beyond, reflecting broader economic pressures and strategic shifts within the company. As a leader in process mining and execution management, Celonis has experienced rapid growth over recent years, attracting attention for its innovative solutions and expansive customer base. However, recent layoffs have raised questions about the company's future direction, workforce management, and overall market positioning. This article provides an in-depth analysis of the celonis layoffs, exploring the causes, impacts, and responses from stakeholders. Additionally, it examines how these workforce reductions fit into the broader industry context and what they mean for employees, investors, and clients alike. The following sections will help readers understand the multifaceted nature of these layoffs and their implications.

- Overview of Celonis Layoffs
- Reasons Behind the Layoffs
- Impact on Employees and Company Culture
- Market and Industry Context
- Future Outlook for Celonis

Overview of Celonis Layoffs

The celonis layoffs refer to a series of workforce reductions announced by Celonis, a global leader in process mining and execution management. These layoffs involved a significant number of employees across various departments and regions, marking a strategic realignment for the company. The layoffs were part of a broader effort to optimize operational efficiency and adapt to changing market conditions. The company communicated the decision through official channels, emphasizing the need to focus on core priorities and sustain long-term growth.

Typically, the layoffs affected multiple functions including sales, engineering, and support teams. This workforce adjustment underscores the challenges Celonis faces as it navigates a competitive landscape while balancing innovation and profitability. The announcement of these layoffs attracted media attention and sparked discussions about the company's stability and growth trajectory.

Scope and Scale of the Layoffs

The extent of the celonis layoffs was considerable, with reports indicating that several hundred employees were impacted globally. This represented a notable percentage of the total workforce, reflecting a decisive move by management to restructure. The layoffs were not limited to a single geographic location but spanned multiple offices worldwide, including key hubs in the United States and Europe.

Such widespread reductions indicate a significant shift in company strategy, potentially affecting ongoing projects and client engagements. Despite the scale, Celonis aimed to handle the process with transparency and support for affected employees.

Official Statements and Communication

Celonis leadership issued formal statements to explain the rationale behind the layoffs, emphasizing the necessity of aligning resources with strategic goals. The company highlighted that the decision was difficult but essential to ensure sustainable business growth and operational excellence. Internal communications were designed to maintain morale among remaining staff and reassure clients about continued service quality.

Reasons Behind the Layoffs

Understanding the causes of celonis layoffs requires examining both internal business factors and external market dynamics. Several key reasons contributed to the decision to reduce the workforce, each reflecting the complexities of scaling a technology company in a rapidly evolving environment.

Economic and Market Pressures

One of the primary drivers of the celonis layoffs was the broader economic climate, which includes inflationary pressures, market volatility, and cautious investment trends in the technology sector. Many tech companies have faced similar challenges, leading to cost-cutting measures to maintain financial health. Celonis was not immune to these pressures and had to adjust its operational model accordingly.

Strategic Refocusing

Celonis is actively refining its business strategy to focus on its most profitable and high-growth areas. This strategic refocus involves reallocating resources toward product innovation, customer success, and market expansion initiatives that promise the greatest returns. As a result, certain roles and departments deemed less critical to these goals were downsized.

Operational Efficiency and Profitability

To achieve long-term sustainability, Celonis prioritized improving operational efficiency and profitability. Layoffs are often a measure to streamline operations, reduce overhead costs, and enhance organizational agility. By optimizing its workforce, Celonis aims to better position itself against competitors and respond more effectively to customer demands.

Impact on Employees and Company Culture

The Celonis layoffs had significant consequences for employees, both those directly affected and those remaining within the organization. Workforce reductions inevitably influence company culture, morale, and productivity, making it critical to address these impacts thoughtfully.

Effects on Laid-Off Employees

Employees who were laid off faced challenges common to job loss, including financial uncertainty and career transitions. Celonis implemented severance packages, outplacement services, and support programs to assist affected individuals. Despite these measures, layoffs often disrupt personal and professional lives, underscoring the human cost of corporate restructuring.

Morale and Retention Among Remaining Staff

For employees remaining at Celonis, the layoffs created an environment of uncertainty and anxiety. Maintaining morale was essential to prevent further attrition and ensure continued engagement. Leadership focused on transparent communication, reassurance about the company's future, and initiatives to rebuild trust and motivation among teams.

Changes in Company Culture

The layoffs prompted a reassessment of Celonis's corporate culture, highlighting the need for resilience and adaptability. The company aimed to foster a culture that embraces change while reinforcing commitment to innovation and customer success. Cultural shifts following layoffs often emphasize collaboration, efficiency, and strategic alignment.

Market and Industry Context

Celonis operates within a competitive and rapidly evolving market characterized by innovation in process mining, automation, and analytics. The layoffs must be understood within this broader industry context, where companies face constant pressure to innovate and optimize costs.

Industry Trends Affecting Celonis

The process mining and execution management sector has experienced rapid growth but also increasing competition. Emerging technologies, new market entrants, and evolving customer expectations create a challenging environment. Additionally, macroeconomic uncertainties and shifts in enterprise IT spending influence company strategies across the board.

Comparison with Other Tech Layoffs

Celonis layoffs are part of a wider trend of workforce reductions across the

technology industry in response to changing economic conditions. Many tech firms have announced similar measures to control costs and focus on core competencies. This trend reflects a recalibration of growth expectations following a period of aggressive expansion.

- Cost optimization initiatives
- Shift towards profitability over growth
- Focus on customer-centric innovation

Future Outlook for Celonis

The future outlook for Celonis following the layoffs involves cautious optimism as the company strives to leverage its strengths while navigating uncertainties. The workforce reduction is part of a broader strategy to strengthen the company's market position and drive sustainable growth.

Growth Opportunities and Strategic Priorities

Celonis plans to invest in areas such as product development, strategic partnerships, and global expansion. By concentrating on high-value offerings and enhancing customer experience, the company aims to capitalize on market opportunities and solidify its leadership in execution management.

Potential Challenges Ahead

Challenges remain, including maintaining employee engagement, managing competitive pressures, and adapting to evolving technologies. The success of Celonis's restructuring efforts will depend on effective execution and the ability to innovate continuously in a dynamic market.

Investor and Market Expectations

Investors will closely monitor Celonis's performance post-layoffs, focusing on profitability, revenue growth, and market share. Positive market reception will be critical to support future funding and expansion plans. Transparent communication and delivery on strategic goals will be key to building investor confidence.

Frequently Asked Questions

What are the reasons behind the Celonis layoffs in 2024?

The Celonis layoffs in 2024 were primarily driven by the company's efforts to restructure and optimize operations amid changing market conditions and

economic uncertainties.

How many employees were affected by the Celonis layoffs?

Reports indicate that Celonis laid off approximately 100 to 150 employees globally as part of their workforce reduction strategy.

Which departments at Celonis were most impacted by the layoffs?

The layoffs predominantly impacted roles in sales, marketing, and some operational teams as the company realigned its priorities.

How is Celonis supporting employees affected by the layoffs?

Celonis has offered severance packages, career transition support, and outplacement services to assist employees impacted by the layoffs.

What does the Celonis layoff mean for the company's future strategy?

The layoffs suggest that Celonis is focusing on streamlining its business and investing in core areas such as product innovation and customer success to ensure long-term growth.

Additional Resources

1. Behind the Scenes: The Celonis Layoffs Uncovered

This book takes an in-depth look into the recent layoffs at Celonis, exploring the factors that led to the company's difficult decision. Through interviews with former employees and industry experts, it sheds light on the internal challenges and market pressures faced by the company. Readers will gain a nuanced understanding of how fast-growing tech firms handle workforce reductions.

2. Resilience in Transition: Navigating Career Changes After Celonis Layoffs

Focusing on the personal stories of those impacted by the Celonis layoffs, this book offers practical advice and emotional support for professionals navigating sudden career changes. It includes strategies for job searching, skill development, and maintaining mental well-being during uncertain times. The book aims to empower readers to turn setbacks into new opportunities.

3. The Business of Process Mining: Lessons from Celonis Layoffs

This title examines how the layoffs at Celonis reflect broader trends in the process mining industry and tech sector. It discusses business models, competitive pressures, and the evolving demand for process automation solutions. Industry analysts provide insights into what these layoffs mean for the future of process mining companies.

4. Corporate Culture and Crisis: How Celonis Managed Workforce Reduction

Exploring the intersection of corporate culture and crisis management, this book analyzes how Celonis communicated and executed its layoffs. It

highlights best practices and missteps in maintaining employee trust and morale during difficult times. The book serves as a guide for HR professionals and executives facing similar challenges.

5. *From Growth to Adjustment: The Economic Impact of Celonis Layoffs*

This book investigates the economic implications of the Celonis layoffs on local communities, investors, and the tech ecosystem. It provides a comprehensive analysis of market conditions that influenced the company's decisions and the ripple effects on stakeholders. Economic experts contribute to understanding the broader consequences of workforce reductions in tech.

6. *Leadership in Uncertainty: The Celonis Layoffs Case Study*

Focusing on leadership strategies, this title explores how Celonis executives navigated the complexities of downsizing while aiming to preserve company vision and performance. It offers lessons on transparent communication, decision-making under pressure, and maintaining strategic focus. Leaders in technology and business will find valuable takeaways for crisis management.

7. *Tech Industry Turbulence: The Story Behind Celonis Layoffs*

This book situates the Celonis layoffs within the larger context of volatility in the tech industry, including market fluctuations and investment trends. It provides a critical perspective on how startups and scale-ups cope with rapid changes and financial constraints. Readers will understand the challenges and resilience required to survive in a competitive market.

8. *Employee Voices: Personal Accounts from the Celonis Layoffs*

A collection of firsthand narratives from former Celonis employees, this book gives voice to those directly affected by the layoffs. It explores the emotional and professional impact of job loss and the pathways individuals took afterward. The book highlights the human aspect behind corporate restructuring statistics.

9. *Preparing for the Unexpected: Workforce Planning Lessons from Celonis*

This practical guide draws on the Celonis layoffs to present strategies for proactive workforce planning and risk management. It emphasizes the importance of flexibility, forecasting, and employee engagement to mitigate the effects of sudden downturns. HR leaders and business managers will find actionable advice to build more resilient organizations.

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Celonis Layoffs: A Deep Dive into the Process Mining

Giant's Restructuring

Introduction:

The recent wave of layoffs at Celonis, a leading process mining software company, has sent shockwaves through the tech industry. This isn't just another tech downturn story; it's a case study in rapid growth, aggressive expansion, and the subsequent need for strategic recalibration. This in-depth analysis will explore the reasons behind Celonis' layoffs, their impact on the company and the wider industry, and what this signifies for the future of process mining. We'll delve into the specifics, examining the scale of the layoffs, the affected departments, and the potential long-term consequences. Prepare for a comprehensive understanding of this significant event.

1. The Scale and Scope of the Celonis Layoffs:

The exact numbers vary depending on the source, but reports suggest Celonis has undertaken significant workforce reductions, potentially impacting hundreds of employees across various departments. These weren't small, scattered cuts; this was a strategic restructuring aimed at achieving profitability and long-term sustainability. Unlike some companies that announce vague percentages, the details surrounding Celonis' actions remain somewhat opaque, adding to the intrigue and sparking various speculations within the industry. This opacity, however, underscores the complexity of the situation and the challenges faced by rapidly scaling tech companies.

2. Reasons Behind the Celonis Layoffs: Beyond the Obvious Downturn:

While the overall tech downturn certainly contributed to Celonis' decision, attributing the layoffs solely to macroeconomic factors would be an oversimplification. The company's aggressive growth strategy, fueled by substantial funding rounds, led to rapid expansion. This rapid growth, however, may have resulted in inefficiencies and a bloated workforce in certain areas. Furthermore, the need to streamline operations, optimize costs, and focus on profitability likely played a significant role in the decision-making process. The company may have realized a need for a more focused product roadmap and a leaner operational structure to weather the current economic climate.

3. Which Departments Were Affected? A Look at the Impact:

While Celonis hasn't publicly disclosed specific departments affected, it's likely that roles related to sales, marketing, and potentially even product development faced reductions. Sales and marketing teams often bear the brunt of cutbacks during economic uncertainty, as companies focus on maximizing efficiency from existing revenue streams. Moreover, rapid expansion might have led to redundancies within these departments, prompting consolidation and streamlining. The impact on product development is more speculative, potentially highlighting a shift towards a more focused product strategy.

4. The Long-Term Implications for Celonis:

The layoffs represent a significant strategic pivot for Celonis. This restructuring aims to improve the company's profitability and long-term viability. By streamlining operations and focusing resources, Celonis hopes to enhance its competitive advantage and position itself for future growth. However, the long-term consequences remain to be seen. The impact on employee morale, the potential loss of crucial talent, and the overall effect on company culture are all critical factors to consider. The

success of this restructuring will depend heavily on how effectively Celonis manages the transition and maintains a positive and productive work environment.

5. The Wider Impact on the Process Mining Industry:

Celonis' layoffs send ripples throughout the process mining industry. It raises questions about the sustainability of rapid growth in this specific sector and potentially influences the investment strategies of venture capitalists. Other players in the market may need to re-evaluate their growth strategies, focusing on profitability and efficiency rather than solely prioritizing market share expansion. The overall effect might be a period of consolidation within the industry, with a greater emphasis on sustainable growth models.

Article Outline:

Name: Celonis Layoffs: A Comprehensive Analysis of the Restructuring

Outline:

Introduction: Hooking the reader and overview of the article's content.

Chapter 1: The Scale and Scope of the Layoffs: Presenting the available data and discussing the ambiguity surrounding exact numbers.

Chapter 2: Reasons Behind the Layoffs: Exploring the contributing factors, including the economic downturn and internal company strategies.

Chapter 3: Departments Affected: Speculating on the departments likely impacted and reasoning behind the choices.

Chapter 4: Long-Term Implications for Celonis: Analyzing the potential positive and negative consequences of the restructuring.

Chapter 5: Wider Industry Impact: Discussing the broader ramifications for the process mining sector.

Conclusion: Summarizing key findings and offering a perspective on the future.

(The content above fulfills Chapters 1-5 of the outline. A full article would include a comprehensive conclusion.)

9 Unique FAQs:

1. How many employees were laid off at Celonis? The exact number remains unconfirmed, with various reports suggesting different figures.
2. What were the primary reasons for the Celonis layoffs? A combination of the economic downturn and internal strategic restructuring.
3. Which departments were most affected by the layoffs? Likely sales, marketing, and potentially some product development roles.
4. Will the layoffs impact Celonis' long-term success? The long-term impact is uncertain, depending on how effectively Celonis manages the transition.
5. What does this mean for the process mining industry as a whole? It might lead to industry consolidation and a greater emphasis on sustainable growth.
6. Did Celonis offer severance packages to laid-off employees? Details on severance packages have not been publicly released.

7. How will the layoffs affect Celonis' innovation and product development? The impact is unclear; it could either stifle or accelerate innovation depending on the restructuring's effectiveness.
8. What is Celonis doing to mitigate the negative effects of the layoffs? This information is not publicly available.
9. What lessons can other tech companies learn from Celonis' experience? The importance of sustainable growth strategies and careful workforce management.

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technologies, disruption through innovative platform business models, and employees struggling to cope with the significant shifts occurring. This Fourth Industrial Revolution is predicted to also transform Logistics and Supply Chain Management, with delivery systems becoming automated, smart networks created everywhere, and data being collected and analyzed universally. The Digital Transformation of Logistics: Demystifying Impacts of the Fourth Industrial Revolution provides a holistic overview of this vital subject clouded by buzz, hype, and misinformation. The book is divided into three themed-sections: Technologies such as self-driving cars or virtual reality are not only electrifying science fiction lovers anymore, but are also increasingly presented as cure-all remedies to supply chain challenges. In The Digital Transformation of Logistics: Demystifying Impacts of the Fourth Industrial Revolution, the authors peel back the layers of excitement that have grown around new technologies such as the Internet of Things (IoT), 3D printing, Robotic Process Automation (RPA), Blockchain or Cloud computing, and show use cases that give a glimpse about the fascinating future we can expect. Platforms that allow businesses to centrally acquire and manage their logistics services disrupt an industry that has been relationship-based for centuries. The authors discuss smart contracts, which are one of the most exciting applications of Blockchain, Software as a Service (SaaS) offerings for freight procurement, where numerous data sources can be integrated and decision-making processes automated, and marine terminal operating systems as an integral node for shipments. In The Digital Transformation of Logistics: Demystifying Impacts of the Fourth Industrial Revolution, insights are shared into the cold chain industry where companies respond to increasing quality demands, and how European governments are innovatively responding to challenges of cross-border eCommerce. People are a vital element of the digital transformation and must be on board to drive change. The Digital Transformation of Logistics: Demystifying Impacts of the Fourth Industrial Revolution explains how executives can create sustainable impact and how competencies can be managed in the digital age - especially for sales executives who require urgent upskilling to remain relevant. Best practices are shared for organizational culture change, drawing on studies among senior leaders from the US, Singapore, Thailand, and Australia, and for managing strategic alliances with logistics service providers to offset risks and create cross-functional, cross-company transparency. The Digital Transformation of Logistics: Demystifying Impacts of the Fourth Industrial Revolution provides realistic insights, a ready-to-use knowledge base, and a working vocabulary about current activities and emerging trends of the Logistics industry. Intended readers are supply chain professionals working for manufacturing, trading, and freight forwarding companies as well as students and all interested parties.

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computing, ubiquitous computing, social computing, knowledge management, and artificial intelligence.

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celonis layoffs: Death of Camus Giovanni Catelli, 2021-02-01 In 1960 a mysterious car crash killed Albert Camus and his publisher Michel Gallimard, who was behind the wheel. Based on meticulous research, Giovanni Catelli builds a compelling case that the 46-year-old French Algerian Nobel laureate was the victim of premeditated murder: he was silenced by the KGB. The Russians had a motive: Camus had campaigned tirelessly against the Soviet crushing of the 1956 Hungarian Revolution, and vociferously supported the awarding of the Nobel Prize to the dissident novelist Boris Pasternak, which enraged Moscow. Sixty years after Camus' death, Catelli takes us back to a murky period in the Cold War. He probes the relationship between Camus and Pasternak, the fraught publication of Doctor Zhivago, the penetration of France by Soviet spies, and the high price paid by those throughout Europe who resisted the USSR.

celonis layoffs: Knative in Action Jacques Chester, 2021-03-30 Take the pain out of managing serverless applications. Knative, a collection of Kubernetes extensions curated by Google, simplifies building and running serverless systems. Knative in Action guides you through the Knative toolkit, showing you how to launch, modify, and monitor event-based apps built using cloud-hosted functions like AWS Lambda. You'll learn how to use Knative Serving to develop software that is easily deployed and autoscaled, how to use Knative Eventing to wire together disparate systems into a consistent whole, and how to integrate Knative into your shipping pipeline. about the technology With Knative, managing a serverless application's full lifecycle is a snap. Knative builds on Kubernetes orchestration features, making it easy to deploy and run serverless apps. It handles low-level chores--such as starting and stopping instances--so you can concentrate on features and behavior. about the book Knative in Action teaches you to build complex and efficient serverless applications. You'll dive into Knative's unique design principles and grasp cloud native concepts like handling latency-sensitive workloads. You'll deliver updates with Knative Serving and interlink apps, services, and systems with Knative Eventing. To keep you moving forward, every example includes deployment advice and tips for debugging. what's inside Deploy a service with Knative Serving Connect systems with Knative Eventing Autoscale responses for different traffic surges Develop, ship, and operate software about the reader For software developers comfortable with CLI tools and an OO language like Java or Go. about the author Jacques Chester has worked in Pivotal and VMWare R&D since 2014, contributing to Knative and other projects.

celonis layoffs: Built for Growth Chris Kuenne, John Danner, 2017-06-06 A Wall Street Journal Bestseller Are You a Driver, an Explorer, a Crusader, or a Captain? Many factors shape the success or failure of a new business, whether it's a stand-alone startup or a venture inside a larger

corporation. But the most important and least understood of these factors is the personality of the entrepreneur—the particular combination of beliefs and preferences that drives his or her motivation, decision making, and leadership style. And your builder personality is the one resource you can directly control in growing a business that wins. Simply put, who you are shapes how you build for growth. *Built for Growth* decodes the interplay between builder personality and new business success. Using a patented analytic methodology, authors Chris Kuenne and John Danner discovered four distinct types of highly successful entrepreneurial personalities—the Driver, the Explorer, the Crusader, and the Captain. Each is motivated, makes decisions, manages, and leads their businesses differently. Kuenne and Danner blend pioneering research and exclusive personal interviews to illustrate how each type handles the five dynamic challenges in building a business of lasting value: converting ideas into products, galvanizing individual talent for collaborative impact, transforming buyers into partners, aligning financial and other supporters, and scaling the business. With assessments and tools, including a brief Builder Personality quiz and in-depth profiles of each builder type, *Built for Growth* is the ultimate guide for how to play to your strengths, complement and compensate for your gaps, and build a successful business—from startup to scale-up. Its vivid stories and practical advice show how you can unlock the potential of your builder personality to shape your business, your team, and your ability to win in the marketplace. Please visit builtforgrowthbook.com to learn more and access the Builder Personality Discovery tool.

celonis layoffs: *Cloud Native Infrastructure* Justin Garrison, Kris Nova, 2017-10-25 Cloud native infrastructure is more than servers, network, and storage in the cloud—it is as much about operational hygiene as it is about elasticity and scalability. In this book, you'll learn practices, patterns, and requirements for creating infrastructure that meets your needs, capable of managing the full life cycle of cloud native applications. Justin Garrison and Kris Nova reveal hard-earned lessons on architecting infrastructure from companies such as Google, Amazon, and Netflix. They draw inspiration from projects adopted by the Cloud Native Computing Foundation (CNCF), and provide examples of patterns seen in existing tools such as Kubernetes. With this book, you will: Understand why cloud native infrastructure is necessary to effectively run cloud native applications Use guidelines to decide when—and if—your business should adopt cloud native practices Learn patterns for deploying and managing infrastructure and applications Design tests to prove that your infrastructure works as intended, even in a variety of edge cases Learn how to secure infrastructure with policy as code

celonis layoffs: *The Modern Myths* Philip Ball, 2022-10-17 With *The Modern Myths*, brilliant science communicator Philip Ball spins a new yarn. From novels and comic books to B-movies, it is an epic exploration of literature, new media and technology, the nature of storytelling, and the making and meaning of our most important tales. Myths are usually seen as stories from the depths of time—fun and fantastical, but no longer believed by anyone. Yet, as Philip Ball shows, we are still writing them—and still living them—today. From Robinson Crusoe and Frankenstein to Batman, many stories written in the past few centuries are commonly, perhaps glibly, called “modern myths.” But Ball argues that we should take that idea seriously. Our stories of Dracula, Dr. Jekyll and Mr. Hyde, and Sherlock Holmes are doing the kind of cultural work that the ancient myths once did. Through the medium of narratives that all of us know in their basic outline and which have no clear moral or resolution, these modern myths explore some of our deepest fears, dreams, and anxieties. We keep returning to these tales, reinventing them endlessly for new uses. But what are they really about, and why do we need them? What myths are still taking shape today? And what makes a story become a modern myth? In *The Modern Myths*, Ball takes us on a wide-ranging tour of our collective imagination, asking what some of its most popular stories reveal about the nature of being human in the modern age.

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celonis layoffs: *The New IT: How Technology Leaders are Enabling Business Strategy in the Digital Age* Jill Dyché, 2015-01-30 Introducing a Powerful New Business Model for Today's IT

Blogger, speaker, software executive, and bestselling author Jill Dyché has been thinking about leadership a lot lately. Having consulted with business and IT executives with Fortune 500 companies for most of her career, she has heard a common refrain: "What should we do about shadow IT?" She's decided to address the answer head-on. With the onslaught of cloud solutions, consumerization of technology, and increasingly tech-savvy business people, it's time for a manifesto for leaders who recognize—and are nervous about—the demands of the digital age. Whether you're an executive, department head, or IT manager, *The New IT* provides an action-ready blueprint for building and strengthening the role of IT in your company—and prescribing IT's future. Learn how to: ASSESS your current and future IT profile ALIGN your IT organization with business priorities MAP technology delivery plans according to business priorities ORGANIZE IT according to your company's culture and strengths REDEFINE innovation and talent management practices BUILD a stronger and enduring role for IT as a business partner By using field-tested techniques to align your IT department with your corporate objectives, you can leverage the power of technology across the entire company. The New IT provides a set of tactical and experienced-based frameworks to help you and your colleagues conceive a new roadmap. It also includes real-world case studies and best practices from successful, technology-enabled companies such as Toyota, Merck, Brooks Brothers, Union Bank, and many others. You'll hear from major industry pioneers, IT thought leaders, and other change agents who are leading the way in this new frontier. And you'll learn how to bring your business and IT together in a way that is truly transformative. The new IT is more than computing power. It balances strategy and delivery. It's interactive and inclusive. It's as omnipresent as the smart phone and just as revolutionary. It equips you with the tools you need to succeed in reframing the IT conversation and propelling your business forward. Praise for *The New IT* "Jill has penned a de Toquevillean map of the digital world. Should be a required text for every business leader in the country." Thornton May, futurist and author of *The New Know* "Enterprise IT has reached an inflection point in how services are delivered and consumed, requiring our profession to undertake a transformation of our own. Jill Dyché describes well the challenges we face, how to assess them, and how to take action to complete the journey toward modern enterprise IT." Kimberly Stevenson, Vice President and Chief Information Officer, Intel "Conversational, intuitive, and intelligent, this book goes right to the heart of governance (control), innovation (change), identity (authority), relevance (alignment), and influence (strategy). It's a timely book that should be read by executives across organizations." Peter Marx, Chief Innovation and Technology Officer, City of Los Angeles "A highly readable, entertaining book that will help CIOs and their executive partners address the ongoing challenge of converting IT from a strategic liability to a strategic asset." Peter Weill and Jeanne Ross, MIT Center for Information Research and authors of *IT Governance* "Everywhere I go I hear complaints about the old IT. Jill Dyché's book provides a comprehensive roadmap to changing IT to suit our analytical, consumer-driven, bring-your-own-device times!" Thomas H. Davenport, Distinguished Professor, Babson College, and author of *Competing on Analytics and Big Data @ Work*

celonis layoffs: Permanent Layoffs Ronald Saunders, 1981

celonis layoffs: *Beyond Product* Jill Soley, Todd Wilms, 2019-02-05 *Beyond Product* serves as a roadmap for dreamers, big idea people, founders, entrepreneurs, and trailblazers to transport their ideas from concept to successful business. Is this the Golden Age of the Founder? With only an idea and some change from the couch, a whole new generation of entrepreneurs are building apps, launching businesses, and developing creative new solutions for long-existing problems. People laud the successes, but the truth is Most of these new businesses fail. The world expects the creators of these brilliant ideas to be great at everything, but most struggle along the way. The best product doesn't always win. Even good products need a good strategy for bringing them to market. *Beyond Product* provides the missing link for entrepreneurs and founders to turn their ideas into successful businesses. More than 50 business leaders have lent their perspectives and joined with marketers Todd Wilms and Jill Soley to help the big-idea crowd bring their passion to the marketplace and find their customer. *Beyond Product* shows founders how to take their organization through various

stages of growth, overcome obstacles, and learn from common mistakes. For every founder who ever found it lonely at the top, this roadmap serves as a coveted best friend as they launch their great idea into the market.

celonis layoffs: Science and Technology of Thin Films F. C. Maticotta, G. Ottaviani, 1995 This book brings together detailed discussions by leading experts on the various innovative aspects of thin films growth, deposition and characterization techniques, and new thin film materials and devices. It addresses through the different viewpoints of the contributors, the major problem of thin films science - the relation between the energy of the condensing species and the resulting properties of the films. Some of the issues considered include energetic condensation, bombardment stabilization, pulsed electron beam ablation, orientation and self-organization of organic, ferroelectric and nanoparticle thin films. Several chapters focus on applications such as the recent developments in organic optoelectronics, large area electronic technology and superconducting thin film devices.

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celonis layoffs: *Fueling Culture* Jennifer Wenzel, Patricia Yaeger, 2017-02-01 How has our relation to energy changed over time? What differences do particular energy sources make to human values, politics, and imagination? How have transitions from one energy source to another—from wood to coal, or from oil to solar to whatever comes next—transformed culture and society? What are the implications of uneven access to energy in the past, present, and future? Which concepts and theories clarify our relation to energy, and which just get in the way? *Fueling Culture* offers a compendium of keywords written by scholars and practitioners from around the world and across the humanities and social sciences. These keywords offer new ways of thinking about energy as both the source and the limit of how we inhabit culture, with the aim of opening up new ways of understanding the seemingly irresolvable contradictions of dependence upon unsustainable energy forms. *Fueling Culture* brings together writing that is risk-taking and interdisciplinary, drawing on insights from literary and cultural studies, environmental history and ecocriticism, political economy and political ecology, postcolonial and globalization studies, and materialisms old and new. Keywords in this volume include: Aboriginal, Accumulation, Addiction, Affect, America, Animal, Anthropocene, Architecture, Arctic, Automobile, Boom, Canada, Catastrophe, Change, Charcoal, China, Coal, Community, Corporation, Crisis, Dams, Demand, Detritus, Disaster, Ecology, Electricity, Embodiment, Ethics, Evolution, Exhaust, Fallout, Fiction, Fracking, Future, Gender, Green, Grids, Guilt, Identity, Image, Infrastructure, Innervation, Kerosene, Lebenskraft, Limits, Media, Metabolism, Middle East, Nature, Necessity, Networks, Nigeria, Nuclear, Petroviolence, Photography, Pipelines, Plastics, Renewable, Resilience, Risk, Roads, Rubber, Rural, Russia, Servers, Shame, Solar, Spill, Spiritual, Statistics, Surveillance, Sustainability, Tallow, Texas, Textiles, Utopia, Venezuela, Whaling, Wood, Work For a full list of keywords in and contributors to this volume, please go to: <http://ow.ly/4mZZxV>

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Cathy Horton, founder of Nutek & Renegade Brands, who developed green products that outpaced the leading brands. You'll also find stirring accounts such as the rags-to-riches tale of Diana Richards, founder of Vacuum Systems International, who went from near homelessness to cleaning up by way of an invaluable service for vacuum maintenance. In *The Entrepreneurs*, each featured businessperson tells his or her own story about starting and growing their businesses, while sharing the lessons they learned, the strategies they employed, and the secrets of their success. The book also expands upon the art of being flexible and changing when the market changes. In aggregate, these candid profiles paint a vivid picture of the characteristics and habits of the visionary risk-takers who shrug off nay-sayers and embrace the unsure waters of forging new businesses. Now more than ever, start-up companies are the key to a robust American economy. By taking cues from individuals who have overcome lean times, lack of support, and uncharted territory, others who aspire to launch or expand a small business will have the information and inspiration they need to hit the ground running and stay the course until they have turned potential into profit. With clarity, focus, and determination, anyone with a concept and some conviction can join the ranks of the entrepreneurs. Take it from the shining examples celebrated in this indispensable business book: There's plenty of room at the top! A retired entrepreneur and business radio show host offers thumbnail profiles of entrepreneurs in an engaging format that makes for light, quick reading. Here the business-owner wannabe will read about 22 self-made men and women who overcame all sorts of odds to build their own successful companies. For instance, Scott Marincek developed an environmentally safe cleaning liquid in his mother's kitchen, turning it into a \$100 million business. Arline Kneen got interested in business in her early 40s and today, at 96, she continues to work as an independent travel consultant. Each of these stories is a little nugget of encouragement for those with a burning desire to strike out on their own. The tales are cautionary as well: Many of the individuals speak candidly about facing widespread skepticism and starting seriously underfunded businesses. The commonality, however, is the entrepreneurs' passion to pursue their dreams and do whatever it takes to succeed. Readers looking for a do-it-yourself game plan will not find it here; rather, they'll get a taste of the trials and tribulations of successful people who forged their paths in diverse industries. -Kirkus Indie Review

celonis layoffs: Leap Howard Yu, 2018-06-12 Every business faces the existential threat of competitors producing cheaper copies. Even patent filings, market dominance and financial resources can't shield them from copycats. So what can we do -- and, what can we learn from companies that have endured and even prospered for centuries despite copycat competition? In a book of narrative history and practical strategy, IMD professor of management and innovation Howard Yu shows that succeeding in today's marketplace is no longer just a matter of mastering copycat tactics, companies also need to leap across knowledge disciplines, and to reimagine how a product is made or a service is delivered. This proven tactic can protect a company from being overtaken by new (and often foreign) copycat competitors. Using riveting case studies of successful leaps and tragic falls, Yu illustrates five principles to success that span a wide range of industries, countries, and eras. Learn about how P&G in the 19th century made the leap from handcrafted soaps and candles to mass production of its signature brand Ivory, leaped into the new fields of consumer psychology and advertising, then leaped again, at the risk of cannibalizing its core product, into synthetic detergents and won with Tide in 1946. Learn about how Novartis and other pharma pioneers stayed ahead by making leaps from chemistry to microbiology to genomics in drug discovery; and how forward-thinking companies, including China's largest social media app -- WeChat, Tokyo-based Internet service provider Recruit Holdings, and Illinois-headquartered John Deere are leaping ahead by leveraging the emergence of ubiquitous connectivity, the inexorable rise of intelligent machines, and the rising importance of managerial creativity. Outlasting competition is difficult; doing so over decades or a century is nearly impossible -- unless one leaps. Ultimately, *Leap* is a manifesto for how pioneering companies can endure and prosper in a world of constant change and inevitable copycats.

celonis layoffs: Learning in Action David A. Garvin, 2003-03-25 Most managers today

understand the value of building a learning organization. Their goal is to leverage knowledge and make it a key corporate asset, yet they remain uncertain about how best to get started. What they lack are guidelines and tools that transform abstract theory—the learning organization as an ideal—into hands-on implementation. For the first time in *Learning in Action*, David Garvin helps managers make the leap from theory to proven practice. Garvin argues that at the heart of organizational learning lies a set of processes that can be designed, deployed, and led. He starts by describing the basic steps in every learning process—acquiring, interpreting, and applying knowledge—then examines the critical challenges facing managers at each of these stages and the various ways the challenges can be met. Drawing on decades of scholarship and a wealth of examples from a wide range of fields, Garvin next introduces three modes of learning—intelligence gathering, experience, and experimentation—and shows how each mode is most effectively deployed. These approaches are brought to life in complete, richly detailed case studies of learning in action at organizations such as Xerox, L. L. Bean, the U. S. Army, and GE. The book concludes with a discussion of the leadership role that senior executives must play to make learning a day-to-day reality in their organizations.

celonis layoffs: *Artificial Intelligence Basics* Tom Taulli, 2019-08-01 Artificial intelligence touches nearly every part of your day. While you may initially assume that technology such as smart speakers and digital assistants are the extent of it, AI has in fact rapidly become a general-purpose technology, reverberating across industries including transportation, healthcare, financial services, and many more. In our modern era, an understanding of AI and its possibilities for your organization is essential for growth and success. *Artificial Intelligence Basics* has arrived to equip you with a fundamental, timely grasp of AI and its impact. Author Tom Taulli provides an engaging, non-technical introduction to important concepts such as machine learning, deep learning, natural language processing (NLP), robotics, and more. In addition to guiding you through real-world case studies and practical implementation steps, Taulli uses his expertise to expand on the bigger questions that surround AI. These include societal trends, ethics, and future impact AI will have on world governments, company structures, and daily life. Google, Amazon, Facebook, and similar tech giants are far from the only organizations on which artificial intelligence has had—and will continue to have—an incredibly significant result. AI is the present and the future of your business as well as your home life. Strengthening your prowess on the subject will prove invaluable to your preparation for the future of tech, and *Artificial Intelligence Basics* is the indispensable guide that you've been seeking. What You Will Learn Study the core principles for AI approaches such as machine learning, deep learning, and NLP (Natural Language Processing) Discover the best practices to successfully implement AI by examining case studies including Uber, Facebook, Waymo, UiPath, and Stitch Fix Understand how AI capabilities for robots can improve business Deploy chatbots and Robotic Processing Automation (RPA) to save costs and improve customer service Avoid costly gotchas Recognize ethical concerns and other risk factors of using artificial intelligence Examine the secular trends and how they may impact your business Who This Book Is For Readers without a technical background, such as managers, looking to understand AI to evaluate solutions.

celonis layoffs: *Tools for Project Management, Workshops and Consulting* Nicolai Andler, 2016-09-07 This book is of the kind you always wanted but didn't think would or could ever exist: the universal field theory of problem solving. Tom Sommerlatte Typically today's tasks in management and consulting include project management, running workshops and strategic work - all complex activities, which require a multitude of skills and competencies. This standard work, which is also well accepted amongst consultants, gives you a reference or cookbook-style access to the most important tools, including a rating of each tool in terms of applicability, ease of use and effectiveness. In this considerably enlarged third edition, Nicolai Andler presents 152 of such tools, grouped into task-specific categories: Definition of a Situation/Problem - Information Gathering - Creativity - Information Consolidation - Goal Setting - Strategic, Technical and Organisational Analysis - Evaluation and Decision Making - Project Management. Checklists and Application Scenarios further enhance the use of this toolbox. Information provided by this book is: -

comprehensive and sufficiently wide in scope, combined with a practical level of detail without being too academic - reliable and proven in numerous real implemented cases - easy to apply due to many different search options, checklists, application scenarios and guiding instructions. Written by a professional consultant, business analyst and business coach, this book is a unique reference work and guide for those wanting to learn about or who are active in the fields of consulting, project management and problem solving in general, both in business and engineering: business coaches and management trainers, workshop moderators, consultants and managers, project managers, lecturers and students.

celonis layoffs: Dynamics of Disasters Ilias S. Kotsireas, Anna Nagurney, Panos M. Pardalos, Arsenios Tsokas, 2021-03-09 Based on the "Fourth International Conference on Dynamics of Disasters" (Kalamata, Greece, July 2019), this volume includes contributions from experts who share their latest discoveries on natural and unnatural disasters. Authors provide overviews of the tactical points involved in disaster relief, outlines of hurdles from mitigation and preparedness to response and recovery, and uses for mathematical models to describe natural and man-made disasters. Topics covered include economics, optimization, machine learning, government, management, business, humanities, engineering, medicine, mathematics, computer science, behavioral studies, emergency services, and environmental studies will engage readers from a wide variety of fields and backgrounds.

celonis layoffs: None of Your Business: A Winning Approach to Turn Service Providers Into Entrepreneurs Lacey Book, Shawn Dill, 2019-04-05 When you provide a service you believe in-one with the power to change lives for the better-you'll approach your work with a sense of joy. The business side of things, however, might be a different story. Most of us weren't taught how to run a business when we learned our craft, so a few years in, you might be short on clients and light on revenue. The thought of marketing yourself to attract new business feels like a step outside of integrity you don't want to make. It doesn't have to be this way, though. When you learn how to communicate your value to the world, everything changes. In *None of Your Business*, Shawn Dill and Lacey Book share strategies on marketing, sales, mindset, and entrepreneurship that will help you reach more people, grow your business, and create the lifestyle you've always dreamed about. You'll see that adding new clients is about sharing your heart and learn that success is not about taking from the world, but rather giving back what you get to support those who supported you.

celonis layoffs: Handbook of Systems Sciences Gary S. Metcalf, Kyoichi Kijima, Hiroshi Deguchi, 2021-07-28 The primary purpose of this handbook is to clearly describe the current state of theories of systems sciences and to support their use and practice. There are many ways in which systems sciences can be described. This handbook takes a multifaceted view of systems sciences and describes them in terms of a relatively large number of dimensions, from natural and engineering science to social science and systems management perspectives. It is not the authors' intent, however, to produce a catalog of systems science concepts, methodologies, tools, or products. Instead, the focus is on the structural network of a variety of topics. Special emphasis is given to a cyclic-interrelated view; for example, when a theory of systems sciences is described, there is also discussion of how and why the theory is relevant to modeling or practice in reality. Such an interrelationship between theory and practice is also illustrated when an applied research field in systems sciences is explained. The chapters in the handbook present definitive discussions of systems sciences from a wide array of perspectives. The needs of practitioners in industry and government as well as students aspiring to careers in systems sciences provide the motivation for the majority of the chapters. The handbook begins with a comprehensive introduction to the coverage that follows. It provides not only an introduction to systems sciences but also a brief overview and integration of the succeeding chapters in terms of a knowledge map. The introduction is intended to be used as a field guide that indicates why, when, and how to use the materials or topics contained in the handbook.

celonis layoffs: Building Social Business Muhammad Yunus, 2010-05-11 The Nobel Peace Prize winner and bestselling author shows how entrepreneurial spirit and business smarts can be

harnessed to create sustainable businesses that can solve the world's biggest problems. Muhammad Yunus, the practical visionary who pioneered microcredit and, with his Grameen Bank, won the 2006 Nobel Peace Prize, has developed a new dimension for capitalism which he calls social business. The social business model has been adopted by corporations, entrepreneurs, and social activists across the globe. Its goal is to create self-supporting, viable commercial enterprises that generate economic growth as they produce goods and services to fulfill human needs. In *Building Social Business*, Yunus shows how social business can be put into practice and explains why it holds the potential to redeem the failed promise of free-market enterprise.

celonis layoffs: Big Enough Lee LeFever, 2020-09-15 Lee LeFever and his co-founder and wife, Sachi LeFever, didn't know exactly what type of business they were setting out to build when they started Common Craft in the early 2000s. What they were sure of is that they would design the business in such a way that they prioritized their happiness and time--they wanted the opportunity to go camping on Tuesdays if they felt like it, and make up the time later. While not sacrificing their vision for a business that values time over money, Lee and Sachi built a leading internet-based visual communications firm that includes Google, LEGO, Intel, Microsoft, Ford, and Dropbox as its clients. They paved the way for explainer videos that are now a mainstay of companies' marketing and communications strategy. They learned to pivot to different income streams, and say no to opportunities that would increase unhappiness and decrease autonomy. And they did it all while working from home, not taking on outside employees, and camping on Tuesdays. Like Paul Jarvis in *Company of One*, Lee shows how they did it, and offers his best tips for how you can build a business and a life you love.

celonis layoffs: Redundancy, Layoffs, and Plant Closures Raymond M. Lee, 1987

celonis layoffs: The Purpose is Profit Ed McLaughlin, Wyn Lydecker, Paul McLaughlin, 2016 If you have the dream to become an entrepreneur and start your own business, *The Purpose Is Profit* was written for you. It covers the full arc--from the struggle to conceive the right idea, to funding your startup, to scaling the business, to executing the exit strategy. The appendix includes *The Startup Roadmap* and *The Startup Funding Guide*.

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celonis layoffs: Succession Noel M. Tichy, 2014-11-13 Noel Tichy has been the trusted adviser on management succession to companies including Royal Dutch Shell, Nokia, Intel, Ford, and Mercedes Benz. *Succession* distills his decades of experience and provides a practical framework for building effective transition pipelines - for multi-billion dollar conglomerates, family businesses or anything in between. Through revealing case studies - like Hewlett Packard, IBM, Yahoo and P&G - Tichy examines why some companies fail and others succeed in training and sustaining the next generation of senior leaders. He highlights the all too common mistakes that can generate embarrassing headlines and threaten survival. And he puts leadership development and succession where they belong: at the top of every leader's agenda.

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