

MANFRED F.R. KETS DE VRIES

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PARADOXES

**Clinical**

**Approaches to**

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**Second Edition**



# Organizational Paradoxes Clinical Approaches To Management

**Jicheng Xie**



## **Organizational Paradoxes Clinical Approaches To Management:**

**Organizational paradoxes** Manfred F. R. Kets de Vries, 2003      Organizational Paradoxes Manfred F. R. Kets de Vries, 2013-10-11 Tavistock Press was established as a co operative venture between the Tavistock Institute and Routledge Kegan Paul RKP in the 1950s to produce a series of major contributions across the social sciences This volume is part of a 2001 reissue of a selection of those important works which have since gone out of print or are difficult to locate Published by Routledge 112 volumes in total are being brought together under the name The International Behavioural and Social Sciences Library Classics from the Tavistock Press Reproduced here in facsimile this volume was originally published in 1980 and is available individually The collection is also available in a number of themed mini sets of between 5 and 13 volumes or as a complete collection

**Performing Organizational Paradoxes** Gail T. Fairhurst, Linda L. Putnam, 2023-09-08 Performing Organizational Paradoxes takes a constitutive process approach to organizational paradoxes It underscores the performative nature of paradox through underlying dialectical tensions its sociomaterial foundations and power features that bring paradoxes to life sustain them and enable their transformation The book first situates a constitutive approach in the extant organizational paradox literature by broadening the constitutive approach and addressing the many debates and inaccuracies around it For the novice several early chapters devote themselves to considering how paradoxical tensions present themselves invite responses and interrelate through their organizing outcomes For the advanced latter chapters consider the ubiquity of power and paradox how bodies escape the quarantine of their paradox narratives how inventive category work can resist power imbued paradoxes and an agenda for future research that challenges scholars to do more on the process side of paradox Filling an important gap in the existing literature this book will be a key resource for scholars and students in the fields of communication management educational administration organizational psychology and any other fields that study organizations

**Elgar Introduction to Organizational Paradox Theory** Berti, Marco, Simpson, Ace, Cunha, Miguel P., Clegg, Stewart R., 2021-07-31 This insightful Elgar Introduction comprises the first effort to provide a succinct overview of the field of organizational paradox theory exploring contradictions and tensions in organizational settings By conceptually mapping the field it offers guidance through the literature on paradox making space for new interpretations and applications of the concept

**Paradox Management** Jan Heiberg Johansen, 2018-08-09 Paradoxes emerge everywhere in organizational theory and management practice This book is a theoretically grounded presentation of the strategic and historical context of organizational paradoxes exploring the paradoxes in organizational management and the available tactics to manage them Based on 700 academic sources in the paradox literature it presents paradox management as a nuanced and coherent perspective In presenting and integrating the vast literature on the subject it contributes new knowledge on how and why the paradox concept was introduced into management theory how and why conflicting ideals of management can produce organizational contradictions and how paradoxes can be managed

*Leadership Approaches in Global Hospitality and Tourism* Baytok, Ahmet,Zorlu, Özcan,Avan, Ali,Bayraktaroğlu, Engin,2023-02-10 The ever changing conditions of the present climate require leaders who can ensure adaptation between human resources and work transform systems and direct people to goals in a more effective and persuasive way Leadership is very crucial and necessary in the field of tourism as it is in all fields Leadership has been dealt with in the historical process with situational approaches behavioral approaches and leadership skills since the early 1980s leadership approaches such as transformative servant spiritual and authentic leadership have come to the fore Leadership Approaches in Global Hospitality and Tourism examines popular approaches to leadership in the context of tourism and contributes to the extant literature by demonstrating various aspects of the hospitality and tourism industry It reveals the leadership approaches that scholars and practitioners should adopt in order to understand the crucial role of leadership and to respond to everchanging conditions with empirical studies theoretical backgrounds and best practices Covering topics such as soft skills transformational leadership and self leadership this premier reference source is an excellent resource for business executives and managers governmental and non governmental organization leaders students and educators of higher education librarians researchers and academicians

Managing Leadership Paradoxes Lotte Luscher,2018-09-03 Managers today are faced with numerous complex challenges speckled with paradoxes They must have a sharp economical focus while simultaneously engaging in creative and innovative thinking They must support individuals as well as teams think globally and do business locally This book views complexity as a fundamental element of leadership rather than something that should simply be reduced and removed It presents a leadership concept that includes both sides of the paradox Managing Leadership Paradoxes uses case studies and practical exercises to show how managers can maintain decisiveness in the face of paradoxes complexities and contradictory demands Lotte L scher draws on research gleaned from managers within the international corporation Lego to provide first hand knowledge of how a large scale organization meets and manages change paradoxes rather than treating them as something that needs to be reduced and removed It will assist managers and aspiring managers in expanding their understanding of leadership challenges beyond dilemmas and equip them with the managerial skills to handle the most persistent and pervasive paradoxical challenges that arise as a result of organizational change The book will be of interest to leaders and managers as well as students of leadership management and organizational studies The intent is to provide the reader with a foundation for reflecting on his or her own leadership practice with special focus on organizational complexity ambiguity and paradoxes

**The Wiley-Blackwell Handbook of the Psychology of Leadership, Change, and Organizational Development** H. Skipton Leonard,Rachel Lewis,Arthur M. Freedman,Jonathan Passmore,2016-09-06 A state of the art reference drawing on key contemporary research to provide an in depth international and competencies based approach to the psychology of leadership change and OD Puts cutting edge evidence at the fingertips of organizational psychology practitioners who need it most but who do not always have the time or resources to

keep up with scholarly research Thematic chapters cover leadership and employee well being organizational creativity and innovation positive psychology and Appreciative Inquiry and leadership culture fit Contributors include David Cooperrider Manfred Kets de Vries Emma Donaldson Feilder Staale Einarsen David Day Beverley Alimo Metcalfe Michael Chaskalson and Bernard Burnes

**Organisational Control in University Management** Eneli Kindsiko,2018-05-29 Organisational Control in University Management focuses on reform and change in large organisations The book takes as its primary focus the example of management reform at the University of Tartu Estonia foregrounding the complexity of change and reform of the management structures at a HE institution

*Voicing Trauma and Truth: Narratives of Disruption and Transformation* Oliver Bray,Peter Bray,2020-10-12

*Personnel Literature* ,1981

**Better Practices of Project Management Based on IPMA competences - 4th revised edition** John Hermarij,2016-07-18 This is the revised edition of the first text book in English specially developed for training for IPMA D and IPMA C exams now based on Version 4 of the ICB In this 4th edition the text has been restructured and extended to align with the structure and scope of the competence elements in the ICB version 4 divided into Practice competences People competences and Perspective competences Therefore this book will be essential guidance and study book for everyone studying for the IPMA D IPMA C and IPMA B exams Besides that it is an extremely rich source book for those project managers that have committed themselves to a lifelong professional development In addition the book had to be applicable to groups of project managers originating from diverse cultures For this reason this is not a book that tells how a Westerner must behave in an Arab or an Asian country but one that looks at the different subjects covered in the ICB as seen from diverse cultural standpoints Each chapter is based on the same structure Key concepts Introduction Actions that lead to competence development Self assessment Special topics Assignments Text boxes additional to the main text give additional explanation to the main text An elaborate Index of terms allows that this book can be used as a highly up to date information source to all aspects of project management Next to that all a web site is available with videos discussion fora on specific topics and the opportunity to discuss with the author

**Enhancing Organizational Leadership Practice** Alan Fish,Xianglin Ma,2023-07-12 This book is a resource for enhancing the relationship between the three core responsibilities for those in organizational leadership roles organization responsibilities addressing missions objectives strategies and operations in general multistakeholder responsibilities addressing staff shareholders and external actors of various types ecological and ethical responsibilities relating to cultural environmental and governance issues Through the application of Western and Chinese concepts critiques of current issues and circumstances potentially impacting the effectiveness of organizational leadership thinking and behavior are considered and several practical examples of the proposed relationship responsibility perspectives are provided The perspectives given in this book are employed to enhance the effective application of a capital investment approach to human resources HR as distinct from the more traditional human resource management approach This book will be of particular value to those in

organisational leadership roles to those studying organizational leadership at the postgraduate level and to those seeking to advance their careers in organisational leadership roles

*Emotional Dimensions of Educational Administration and Leadership* Eugenie A. Samier, Michèle Schmidt, 2009-05-07 Exploring foundational theories for emotional dimensions of educational administration and leadership this collection covers a broad range of topics such as ethics personality social justice gender discrimination and organisational culture

*Managerial Dilemmas* John Storey, Graeme Salaman, 2010-02-18 In the midst of the most severe recession for 80 years there is little need to argue that organizations are beset by dilemmas and paradoxes Confidence in prevailing business models and in the underlying assumptions underpinning business decisions over many decades has now been shaken But it is not enough to rail against arrogance and greed Within their own flawed assumptions bankers and corporate leaders were acting rationally A major reason for the failure to anticipate and warn is that observers of organizations usually tend to view organizations in terms similar to those employed by the people who run them as rational sensible and objective whereas in fact they are usually confused and confusing paradoxical and contradictory entities Paradox is at the heart of how organizations work or don't work yet the phenomenon has been strangely unstudied In an age of crisis and uncertainty dilemmas and paradoxes are especially evident and prevalent The fascination and the promise of paradox is that there is also a sense that there is a hidden truth entwined within the opposites This we contend is a challenge for leaders The ultimate responsibility of leadership is to make sense of these and to handle them in a competent manner This demands a new mode of leadership The management of dilemma and paradox it is contended the essence of leadership today Paradoxical forces provide a dynamism which although often experienced as potentially threatening discomfiting and negative can also be exciting promising and positive The assumption that organizations are rational entities is challenged every day in the work environment by a rich reality of asymmetries between conflicting forces complexity hidden intentions and paradoxes Anyone wanting to understand the real forces that govern organizations should read this book A must read for modern leaders who have the intellectual honesty to lead organisations with open eyes and not with the over simplifications and clichés of the past Giovanni Ghisetti Director Business Transformation Coca Cola Enterprises Europe Storey and Salaman's description of the paradoxes which characterise leadership today is hauntingly accurate Their intelligent optimism that those dilemmas can be met is as encouraging as it is challenging for those of us who have to do just that Having read the insights in this book I now understand how their business advice was always so pertinent Andy Street Managing Director of John Lewis

*Human Dignity and Managerial Responsibility* Ana Maria Davila Gomez, 2016-05-13 The issue of human rights in the context of corporate social responsibility is normally taken to relate to concern about exploitation in the supply chain child labour slavery in developing countries and similar evils but of course human rights are engaged in relation to the treatment of employees in any work situation Indeed as *Human Dignity and Managerial Responsibility* illustrates the handling of employees is increasingly recognised as an

important ingredient of sustainable enterprise evidence shows that ethical and socially responsible behaviour is increasingly and successfully being engaged in many large corporations Much has been written about the responsibilities of managers Since employees are claimed by all organisations to be among their most important stakeholders it is ironic that research finds that the behaviour of many managers towards employees is often inappropriate The editors and contributors of Human Dignity and Managerial Responsibility argue that there is a clear connection between maintaining the dignity of the workforce and corporate performance and sustainability Their multiple perspectives on the workplace examine the position of the employee as a stakeholder together with issues about managing employees in relation to social responsibility and sustainability They discuss diversity in the broadest sense filling a gap in the research related literature essential to a more rounded understanding of CSR Human Dignity and Managerial Responsibility will appeal to a wide audience amongst those with an academic or professional interest in CSR sustainability governance and stakeholder management human rights diversity human resource management and organisational development

**Work and Unseen Chronic Illness** Margaret Vickers, 2002-09-09 In an increasingly ageing society medicine hygiene and nutrition have reduced the impact of acute and life threatening illnesses However whilst we are living longer the chance of developing or contracting a chronic illness is increasing There are a growing number of working adults affected by chronic health conditions that may be largely invisible to those around them In this book the author explores the silent problem of unseen illness at work The author employs qualitative research methods to challenge the idea that if you look well you must be well While demonstrating the effectiveness of this controversial methodology she uses it to expose the voices of a group of marginalized workplace actors who have hitherto remained unheard Stories from people with cancer multiple sclerosis endometriosis and other illnesses are interspersed with the author's reflections about life and work with illness that others cannot see These stories reflect a passage of trauma and marginalization but also foreground themes of survival

**Global Executive Leadership Inventory (GELI), Participant Workbook** Manfred F. R. Kets de Vries, 2004-12-23 If you are to survive in today's competitive environment you must have the leadership skills that make you a valued member of your organization's leadership team Global Executive Leadership Inventory GELI is your in depth development tool that offers guidance for understanding your leadership abilities and shows you how to take steps to improvement The Inventory consists of 100 action and behavior based questions that are designed to measure your competency within twelve areas Visioning Empowering Energizing Designing and Aligning Rewarding and Feedback Team Building Outside Orientation Global Mindset Tenacity Emotional Intelligence Life Balance and Resilience to Stress The Inventory includes an effective self assessment tool as well as a 360 degree component that allows you to obtain feedback from subordinates colleagues and superiors Once the assessment is completed and scored the Participant Workbook guides you through the feedback and helps to create a development plan As a result of the GELI process when you complete this Workbook you will be able to State advantages of and concerns about 360 degree

feedback Identify twelve key characteristics of successful global leaders Evaluate your strengths and weaknesses on each of the twelve key characteristics Develop an action plan that specifies what you will do to improve your leadership competencies An ideal tool for examining your leadership behavior roadblocks and then taking steps toward improvement the GELI will serve you as an essential resource on your leadership journey      **Guide to the Management Gurus 5th Edition**

Carol Kennedy, 2012-03-31 The fifth edition of the original best selling guide to the ideas of leading management thinkers The ten additional full length entries range from classic gurus such as Henry Gantt and the Gilbreth time and motion pioneers to the latest thinkers influencing 21st century business including Clayton Christensen master of innovation theory and Karen Stephenson with her ground breaking insights into human networks The lives and work of more than 55 gurus are covered in clear and accessible style along with penetrating analysis of their ideas and influence on management Guide to the Management Gurus has sold around the world since its first publication in 1991 and has been translated into more than 15 languages including Russian Chinese Korean and Japanese      **Ethnic Conflict and Terrorism** Joseph L.

Soeters, 2005-11-16 In the early 1990s a number of violent civil wars and large scale ethnic crises shocked the world In Rwanda Bosnia Chechnya and elsewhere atrocities were committed that led to hundreds of thousands of dead and displaced people Explaining the origins and dynamics of such inhuman actions and events this new sensitive and detailed analysis includes full analysis of the origins of civil wars terrorism and ethnic strife insights drawn from across the social sciences practical and topical illustrations of the information provided fully updated assessments with details of key contemporary events Although the number of these conflicts has diminished over the years the phenomenon has not disappeared in the Sudan the Congo Sierra Leone Liberia Nigeria Afghanistan and Iraq people are still being killed in large numbers without authorities being able to avert or end the hostilities On nine eleven large scale terrorist attacks in Washington and New York shocked the world again and since then other violent events took place in Bali Casablanca Riyadh Moscow Istanbul and Madrid This book of concern to all people because recent history has shown us that such violence can strike everywhere and at any time The final chapter delivers a number of constructive considerations aiming at the development of policies to prevent and stop such conflicts This is an important new contribution to tackling the complex challenges of the twenty first century This book will be of great interest to all students and scholars of contemporary history development studies political and social sciences and International Relations



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