

PERSONAL AND ORGANIZATIONAL CHANGE THROUGH GROUP METHODS

The Laboratory Approach

Edgar A. Schein and Marvin C. Bennis

Sloan School of Management

Massachusetts Institute of Technology

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communications throughout organizations they will continue to face the productivity and quality problems that result from reward systems that emphasize individual competition and climbing the corporate ladder Authors Edgar Schein and Peter Schein recognize this reality and call for a reimagined form of leadership that coincides with emerging trends of relationship building complex group work diverse workforces and cultures in which everyone feels psychologically safe Humble Leadership calls for here and now humility based on a deeper understanding of the constantly evolving complexities of interpersonal group and intergroup relationships that require shifting our focus towards the process of group dynamics and collaboration Humble Leadership at all levels and in all working groups will be the key to achieving the creativity adaptiveness and agility that organizations will need to survive and grow

The Art of Agile Development James Shore,Shane Warden,2021-10-12 Most companies developing software employ something they call Agile But there s widespread misunderstanding of what Agile is and how to use it If you want to improve your software development team s agility this comprehensive guidebook s clear concrete and detailed guidance explains what to do and why and when to make trade offs In this thorough update of the classic Agile how to guide James Shore provides no nonsense advice on Agile adoption planning development delivery and management taken from over two decades of Agile experience He brings the latest ideas from Extreme Programming Scrum Lean DevOps and more into a cohesive whole Learn how to successfully bring Agile development to your team and organization or discover why Agile might not be for you This book explains how to Improve agility create the conditions necessary for Agile to succeed and scale in your organization Focus on value work as a team understand priorities provide visibility and improve continuously Deliver software reliably share ownership decrease development costs evolve designs and deploy continuously Optimize value take ownership of product plans budgets and experiments and produce market leading software

The Behavioral and Social Sciences and the Practice of Medicine George U. Balis,Leon Wurmser,Ellen McDaniel,2013-10-22 The Behavioral and Social Sciences and the Practice of Medicine The Psychiatric Foundations of Medicine compiles the contributions of all disciplines that are relevant to the behavioral psychological social and humanistic aspects of medicine including the contributions of clinical psychiatry that constitute an integral part of the healing art and science of medicine This book consists of seven parts Parts I and II deal with the cross sectional dimensions of the infraorganismic organismic and supraorganismic organization of behavior The biological substrates of behavior emotions cognitive functions and psychodynamic views of personality are also elaborated The contributions of behavioral and social science to the practice of medicine are presented in Parts III to VII This publication is specifically written for medical students and physicians

Monthly Labor Review ,1966-03 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews

Organizational Change B. Lubin,L. D. Goodstein,A. W. Lubin,2014-03-18 First published in 1984 Starting out with the exploration of the value of the case study this volume looks at organisational change and presents nine case studies of

planned change on the organizational or community level Each is an in depth analysis prepared by the consultants who were actively engaged in the change activity

The Craft of the Secure Base Coach Jakob van Wielink, Klaartje van Gasteren, Marnix Reijmerink, Anne Verbokkem-Oerlemans, Leo Wilhelm, Riet Fiddelaers-Jaspers, 2024-10-01 Within The Craft of the Secure Base Coach the authors take a new and combined approach to the professions of coaching and counselling to provide a guide for professionals wanting to better assist individuals and teams in periods of transition Based on up to date scientific insights and grounded in concepts from attachment theory this book explores the themes of life transition based on the authors own Transition Cycle model and how professional coaches and counsellors can become a secure base for their clients during sometimes traumatic and transitional periods in their lives Consisting of two parts the first part of this book focuses on how to become a secure base coach using case studies to illustrate how readers can affect real change with their clients when providing humanity and proximity to the professional relationship The second part provides a more practical guide to working with individuals and groups and how to apply the themes of the Transition Cycle to help with guiding transition This will be a valuable resource for coaches counsellors and therapists as well as those currently in training It will also be of use to leaders wishing to learn more about their coaching skills as well as social workers and grief counsellors therapists

Leadership in Organizations , 1984

Building a Psychologically Safe Work Environment Binna Kandola, 2025-11-10 Building a Psychologically Safe Work Environment provides a roadmap to enable the creation of spaces in organizations where voices are heard actions taken and lives improved Written in an approachable question and answer format the book offers a valuable dip in and out approach to questions surrounding psychological safety in professional life Written by an expert business psychologist it provides guidance on such topics as what psychological safety is why it is important how to tell if you work in a psychologically safe environment and what actions leaders can take to make their workplace more psychologically safe Through an examination of current research and in depth analysis of real life examples the book takes a systemic approach that equips you with the tools to make the changes in your own workplace that will have the greatest impact on your teams and yourself In so doing it empowers you to create an inclusive work environment that is engaging respectful challenging and effective Making the concept of psychological safety easily accessible and offering tips on how to increase psychological safety within your own workplace this is the ideal guide for leaders of all levels from those first stepping up to seasoned managers

Teams that Work Scott I. Tannenbaum, Scott Tannenbaum, Eduardo Salas, 2020 In Teams That Work Scott Tannenbaum and Eduardo Salas present the seven drivers of team effectiveness and the clearest recommendations on what really makes teams great Readers will find actionable evidence based tips for being an effective team leader a great team member a supportive senior leader or an impactful consultant

Voice and Whistleblowing in Organizations Ronald J Burke, Cary L Cooper, 2013-10-31 Employees in organizations face countless daily situations in which they make a choice to speak up exercise voice or remain silent Too many choose to remain silent Others only tell supervisors

what they want to hear becoming yes men and women E

Role of Human Resources for Inclusive Leadership, Workplace Diversity, and Equity in Organizations Dogru, Caglar, 2023-07-10 Recently there has been a tremendous paradigm shift in diversifying the workforce at both national and international levels Having roots in the globalization trend that began in the 20th century the boundaries of many states have been opened to foreign workers in the international business environment Furthermore depending on the dynamics of civilized societies around the world employees from different ethnicities races and genders are offered more job positions day after day with the joint contributions of public and private enterprises However there is still a need to improve workplace diversity and equity even if there have been promising developments Role of Human Resources for Inclusive Leadership Workplace Diversity and Equity in Organizations brings together the emerging topics of inclusive leadership diversity equity and inclusion in organizations in the digital transformation context The book also offers theoretical infrastructure and the latest empirical research findings on inclusive leadership diversity equity and digital transformation Covering key topics such as social entrepreneurship employee motivation and diverse organizations this premier reference source is ideal for managers entrepreneurs business owners policymakers researchers scholars academicians practitioners instructors and students

Organizational Behavior 4 John B. Miner, 2015-03-26 This unique work bridges the gap between theory and practice in organizational behavior It provides a practical guide to real life applications of the 35 most significant theories in the field The author describes each theory and then analyzes its usefulness and importance to the successful practice of management His analysis covers key managerial topics such as goal setting training and development assessment job enrichment influence processes decision making group processes organizational development organizational structuring and effective organizational operation

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