

Scapegoats at Work

Taking the Bull's-Eye Off Your Back

JOHN M. DYCKMAN AND JOSEPH A. CUTLER



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E. Dean Bevan



Scapegoats At Work Taking The Bulls Eye Off Your Back:

Scapegoats at Work John M. Dyckman, Joseph A. Cutler, 2003-09-30 Scapegoating is the identification then blaming and punishing of individuals for problems that rightly belong to the larger organization Dyckman and Cutler offer a survival guide for people affected by workplace scapegoating They show us the social and psychological roots of scapegoating and explain how the individual and system act together to enable this human drama This book shows how both individuals and the workplace system contribute to scapegoating This book follows the career of the scapegoat and presents ways that the pattern can be interrupted Strategies to help remove the bull s eye include understanding how to recognize scapegoating and break behavioral patterns that make one an attractive target Also provided is information for workers and managers who wish to develop cooperative means of dealing with individual differences creating a work environment that is more humane and efficient People who feel victimized by work related scapegoating will find this book of great interest as will professionals working in human resources or employee assistance programs It will help managers who have problem employees and want to improve workflow reduce turnover and reduce workers comp claims This clear and concise compendium of examples tips and strategies will also appeal to mediators shop stewards union officials psychotherapists and occupational medicine specialists

Learning from Baby P Sharon Shoemsmith, 2016-08-20 Sharon Shoemsmith was Director of Children s Services for Haringey in 2007 at the time of the death of Peter Connelly also known as Baby P In *Learning from Baby P* she carries out a dispassionate analysis of the events which followed Peter Connelly s death documenting the responses of the media politicians and the public She explores the psychological and emotional responses we share when faced with such horrifying cases of familial child homicide and how a climate of fear and blame which follows such tragedies can lead to negative consequences for other children at risk of harm and for the social workers striving to protect them *Learning from Baby P* is a thought provoking book which aims to deepen understanding and shed light on the difficult relationship between politics the media and child protection

Engagement Lee G. Bolman, Joan V. Gallos, 2016-04-25 Master the interpersonal side of management to enhance productivity and boost success *Engagement* is the manager s essential primer for dealing with difficult people and managing your team Bestselling authors Lee G Bolman and Joan V Gallos are back with an engaging business novella that relates real practical techniques captured in the 4 step SURE model for handling people problems The story centers around a manager in a new job and her experiences applying the four steps in leading her new team Brief interludes punctuate the story throughout to provide room for reflection and to explain the complex interpersonal dynamics at play in commonly encountered situations Key lessons are underscored as the foundation for a sound people strategy and the features and details of each rule are laid out in a clear concise manner You ll learn alongside the story s manager as she uses the model to find artful solutions to problems that could have easily derailed her chances of success People are the hardest part of a manger s job No matter how well matched their skill sets there is always the potential for interpersonal

conflicts and strains to throw the team off course This book shows you deft strategies for addressing those challenges with a well thought out framework for getting your team fully invested in the group s success Find creative solutions to persistent issues Dig into the interpersonal dynamics at work Learn how to handle and manage difficult people Apply key strategies for engaging the team This compact easy to apply set of guidelines draws on your leadership skills while providing a strong foundation for a new managerial approach Effective management is frequently a tightrope between results and morale and Engagement shows you how to find your balance and steady your team **The Devil Next Door** Vera B. Profit,2014-08-15 Rather than theoretical or abstract above all else this monograph endeavors to serve as a practical guide a handbook for helping us navigate a dark terrain It neither presumes to examine the sources of evil nor suggest radical cures These pages strive only to continue the process of naming the signs of individual evil that we might recognize these persons before they inflict even more damage Scott Peck says it best If evil were easy to recognize identify and manage there would be no need for this book Of course he was referring to his own pioneering treatise given the realities of our day the need remains as great as ever Vera B Profit is Professor of German and Comparative Literature University of Notre Dame Previous monographs include Interpretations of Iwan Goll s late Poetry with a comprehensive and annotated Bibliography of the Writings by and about Iwan Goll Ein Portr t meiner Selbst Karl Krolow s Autobiographical Poems 1945 1958 and Their French Sources Menschlich Gespr che mit Karl Krolow She earned her Ph D in Comparative Literature French and German at the University of Rochester NY and spent two years studying abroad one at the University of Vienna the other at the Sorbonne Assessment and Diagnosis for Organization Development William J Rothwell,Angela L.M. Stopper,Jennifer Myers,2017-03-27 Although the theory and methods of organization development OD assessment and diagnosis have been covered in other books there is a lack of practitioner focused guides that introduce real world case studies and tools rooted in the methodology This book will fill that gap providing practical perspective and insight from practitioners and consultants currently practicing OD assessment and diagnosis Organization Development OD differs from management consulting in that OD assessment and diagnosis is not a prescriptive consulting engagement Instead OD methods include engaging clients to build change leadership initiatives customized to their particular situation OD is not about a consultant telling a client company what to do It is about an OD professional guiding client companies on their journey towards the best end point for their particular situation This book will address that journey The theory and foundational principles of OD are covered but the primary focus is on providing practical applications to businesses While the book is grounded in sound academic theory its strength is its practitioner focused methodology containing vignettes and tools that individuals can use to help guide the assessment and diagnosis efforts in their own or their client organizations *Bibliographic Index* ,2004 *Book Review Index Cumulation* Dana Ferguson,2005-09 Book Review Index provides quick access to reviews of books periodicals books on tape and electronic media representing a wide range of popular academic and professional interests The up to date coverage

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