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conference held at the Kellogg School of Management in June 2003 covering creativity and innovation in groups and organizations Each chapter of the book is written by an expert and covers original theory about creative processes in organizations The organization of the text reflects a longstanding notion that creativity in the world of work is a joint outcome of three interdependent forces individual thinking group processes and organizational environment Part I explores basic cognitive mechanisms that underlie creative thinking and includes chapters that discuss cognitive foundations of creativity a cognitive network model of creativity that explains how and why creative solutions form in the human mind and imports a ground breaking concept of creativity templates to the study of creative idea generation in negotiation context The second part is devoted to understanding how groups and teams in organizational settings produce creative ideas and implement innovations Finally Part III contains three chapters that discuss the role of social organizational context in which creative endeavors take place The book has a strong international mix of scholarship and includes clear business implications based on scientific research It weds the disciplines of psychology cognition and business theory into one text

Managing the Unknown Christoph H. Loch, Arnoud DeMeyer, Michael Pich, 2011-11-30 Managing the Unknown offers a new way of looking at the problem of managing projects in novel and unknown environments From Europe's leading business school this book shows how to manage two fundamental approaches that in combination offer the possibility of coping with unforeseen influences that inevitably arise in novel projects Trial and Error Learning allows for redefining the plan and the project as the project unfolds Selectionism pursues multiple independent trials in order to pick the best one at the end Managing the Unknown offers expert guidelines to the specific project mindsets infrastructures and management methods required to use these project management approaches and achieve success in spite of unforeseen obstacles This book equips readers with Causal explanations of why unforeseeable factors in novel projects make traditional project planning and project risk management insufficient Directly applicable management tools that help managers to guide novel and high uncertainty projects Real world case studies of both successful and unsuccessful approaches to managing high uncertainty in novel projects

Managing Uncertainty in Crisis Xiaoli Lu, 2017-11-07 This book studies the variety of organizational strategies selected to cope with critical uncertainties during crises This research formulates and applies an institutional sense making model to explain the selection of strategies for coping with uncertainties during crises to answer the question why some organizations select a rule based strategy to cope with uncertainties whereas others pursue a more ad hoc based strategy It finds that the level of institutionalization does not affect strategy selection in the initial phase of responding to crises that three rigidity effects can be identified in the selection of sense making strategies once organizations have faced the failure of their selected strategies that discontinuities in the feedback loop of sense making do not necessarily move organizations to switch their sense making strategies but interact with institutionalization to contribute to switching sense making strategies This book bridges the gap between institutional thinking and crisis management theorizing A major step forward in the world

of crisis management studies Professor Arjen Boin Leiden University the Netherlands In a world of increasingly complex sociotechnical systems interacting in high risk environments Professor Lu s analysis of how organizations manage uncertainty is both timely and profound Professor Louise K Comfort Director Center for Disaster Management University of Pittsburgh USA Prof Lu greatly enhances our understanding of how organizations cope with uncertainty and make sense of their challenges under the pressures of catastrophe Dr Arnold M Howitt Faculty Co Director Program on Crisis Leadership Harvard Kennedy School USA This book provides not only a theory of crisis management but also a key concept around which research and practice can be conducted Professor Naim Kapucu Director of School of Public Administration University of Central Florida USA A generic institutional model for analyzing and managing hazards disasters and crises worldwide Professor Joop Koppenjan Erasmus University Rotterdam the Netherlands This book has done an excellent job in opening the black box of how organizations make sense of the crisis situations they face and develop strategies to respond It should be read by all of us who wish for a peaceful and safe world Professor Lan Xue Dean of School of Public Policy and Management Tsinghua University China *Managing the Future* Steven Millett, 2011-11-30 Equipping your organization for an uncertain future is a daunting task If you re already over stretched dealing with the pressures of today it can seem like an impossible one But building future planning into your everyday practices is not only vital it s eminently doable And who better to show us how than Stephen Millett historian futurist and management consultant for three decades *Managing the Future* offers a straightforward and pragmatic approach to strategic planning It takes an honest look at the limitations of forecasting and shows through real life examples and a wealth of experience how managers can best use a variety of futuring methods including scenarios horizon scanning and trend monitoring Dr Millett first outlines his Five Futuring Principles they provide a clear theoretical framework for preparing an organization for the future He then takes us through the practical steps involved in managing a forward facing organization including managing futuring the external to internal process of scanning the environment to anticipate the trends that will affect your organization and visioning realizing the internal mission values aspirations and goals of an organization and its management and then turning your organization outward to face the world

Managing Multiple Organizational Goals in Turbulent Environments Feifei Yang, Mirjam Goudsmit, George Shinkle, 2022-08-31 This book examines the management of multiple goals in organizations especially in today s increasingly turbulent business environment In this book authors develop a novel concept of goal polychronicity wherein organizations may attend to multiple goals simultaneously rather than mono chronically through sequential attention This book further investigates the impact of internal organizational control systems and external environmental turbulence on multiple goals management Empirical evidence is drawn from in depth interviews of top executives and large scale survey of top executives from four countries US Australia China and Israel The book enriches the understanding of multiple goals and provides evidence based recommendations to researchers and practitioners in managing multiple goals

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