

Rethinking Organizational & Managerial Communication From Feminist Perspectives



Patrice M. Buzzanell
Editor

Rethinking Organizational Managerial Communication From Feminist Perspectives

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Rethinking Organizational Managerial Communication From Feminist Perspectives:

Rethinking Organizational and Managerial Communication from Feminist Perspectives Patrice M.

Buzzanell, 2000-04-19 Buzzanell's edited book has a poststructural sensibility in its emphasis on dialogue absent voices and the open ended constructed nature of knowledge In summary I would recommend this book highly Buzzanell's reader would be a corrective for traditional texts used in communications Master of Public Administration and Master of Business Administration programs NATIONAL WOMEN'S STUDIES ASSOCIATION JOURNAL Rethinking Organizational Communication From Feminist Perspectives reconsiders organizational and managerial communication theories research and practice from multiple feminisms Part I consists of theoretical analyses that reconceptualize and extend boundaries in our thinking about work and organizing processes The chapters propose an alternative view of public private discourse stakeholder ethics socialization processes and negotiation by contrasting traditional approaches with feminist values Part II presents women's voices through interview excerpts poems diary entries and stories and explores the ways in which these concrete details of ordinary lives represent missing facets and nuances of our organizational and managerial communication work Part III contains chapters that rewrite organizational and managerial constructs The authors not only offer alternative reconceptualizations but also suggest specific tactics and long term strategies devised from feminisms for revising organizational and managerial communication processes and practices The final section of the book draws together the themes of the book and encourages a continuing dialogue on the issues

Rethinking Organizational & Managerial Communication from Feminist Perspectives, 2000 This collection of writings radically alters the way society should consider the world of work The contributors argue for feminist values to be inserted and integrated into employment and organisational practices

Engaging Organizational Communication Theory and Research Steve May, Dennis K.

Mumby, 2004-10-05 This book offers a refreshing and engaging overview of the ways some research traditions in organizational communication have unfolded over time and continue to be connected to everyday real events Patrice Buzzanell Purdue University Engaging Organizational Communication Theory and Research Multiple Perspectives is a book unlike any in the field Each chapter is written by a prominent scholar who presents a theoretical perspective and discusses how he or she engages with it personally examining what it means to study organizations Rejecting the traditional model of a reader this volume demonstrates the intimate connections among theory research and personal experience Significant theoretical perspectives such as post positivism social construction rhetoric critical theory feminism postmodernism structuration theory and globalization are discussed in terms of their history assumptions development propositions research and applications In addition to editors Steve May and Dennis K Mumby contributors include Brenda J Allen Karen Lee Ashcraft George Cheney Steven R Corman Stanley Deetz Robert McPhee Marshall Scott Poole Cynthia Stohl Bryan C Taylor and James R Taylor Key Features An introduction that addresses the idea of engaged research Accessible and cutting edge

accounts of important research traditions written by well known leaders in the field Personal accounts of each scholar s place in his or her field of study A conclusion that explores the future of organizational communication studies An extensive body of references on each perspective Engaging Organizational Communication Theory and Research is an indispensable resource for anyone wishing to be familiar with current trends in the field of organizational communication It is recommended as the main text for upper level undergraduate and entry level graduate courses in organizational communication theory It is also an excellent supplementary text for related courses in departments of communication studies business and management sociology and industrial relations

An Introduction to Organizational Communication Subramania Bala Jeshurun, Selvakumar P, J. Anna Thangam, A. Vanitha, Just a Job? George Cheney, Daniel J. Lair, Dean Ritz, Brenden E.

Kendall, 2009-11-12 From cartoons to boardrooms comes the statement It s not personal It s just business Just a Job Communication Ethics and Professional Life offers a provocative perspective on ethics at work The book questions the notions that doing ethics at work has to be work and that work is somehow a sphere where a different set of rules applies This problematic line between work and life runs through the ways we commonly talk about ethics from our personal relationships to the domains of work including the organization the profession and the market Talk about ethics is far more than just talk and this book shows how and why it matters Drawing from the fields of communication and rhetoric the authors show how the very framing of ethics even before we approach specific decisions limits the potential roles of ethics in our work lives and the pursuit of happiness and treats it as something that is meaningful only at special moments such as when faced with dilemmas or as the last chapter in a business book Separating ethics from life we put it beyond our daily reach The authors argue against ethical myopia limited to spectacular scandals or comprehensive professional codes Instead they propose a master reframe of ethics based on a new take on virtue ethics including Aristotle s practical ideal of eudaimonia or flourishing which tells new stories about the ordinary as well as extraordinary aspects of professional integrity and success By reframing ethics as not special they elevate it to its rightful position in work and personal life Generously illustrated with examples and ideas from scholarly as well as popular sources this book asks us to reconsider the meaning of and path toward the good life

Handbook of Public Relations Robert L. Heath, Gabriel M. Vasquez, 2001 This is a comprehensive and detailed examination of the field which reviews current scholarly literature This contributed volume stresses the role PR plays in building relationships between organizations markets audiences and the public

Educational Learning and Development Margaret Baguley, Patrick Alan Danaher, Andy Davies, L. De George-Walker, Janice K. Jones, Karl J.

Matthews, Warren Midgley, Catherine H. Arden, Linda De George-Walker, 2014-02-26 Through ten research projects this book explores the topic of educational learning and development in order to examine issues that are impacting either positively or negatively on current research in this area The authors explore the capacity building potential of the projects and what factors impacted on or assisted their development

Women in Management Alan T. Belasen, 2017-04-07 This book

presents a realistic perspective on the paradoxes employees face when navigating work and personal responsibilities for career success. The author answers the critical question of how to achieve sustainable and rewarding work life integration from a perspective of both and rather than either or. While most books focus on a fragmented hyper effective view of women and leadership, this book advances the need for an integrated approach. Its Competing Values Framework acts as an organizing model that aligns personal competency with organizational capability, helping readers to identify important leadership roles and competencies, break societal barriers, and choose the right set of behaviors to fit their personal and professional goals. In chapter text boxes, provide personal insight from real employees, both entering and established in leadership positions, offering a varied perspective on the challenges and resolutions available to women in management. As men become more engaged with their families, they too will find this book a useful tool. Students in diversity management, women and management, career development, leadership, and organizational behavior classes will benefit from this realistic and sustainable alternative to the have it all model.

Negotiating Feminisms Eilidh AB Hall, 2021-03-04. *Negotiating Feminisms* examines intergenerational feminism in Chicana family life. It analyses literary representations of the ways that Chicanas negotiate feminisms in the family across generations through the maintenance, contestation, and adaptation of traditional gender roles. Using an original theoretical lens of negotiation to read the works of Ana Castillo and Sandra Cisneros, this book unpacks intergenerational resistance to patriarchal oppression. This book shows how the works of Cisneros and Castillo articulate a politics of negotiation that critiques the gendered ideologies and roles of the family. In doing so, the book's discussion not only engages with literary representations but also connects these representations to the contextual experience of Chicana family life. This book calls for a rethinking of women characters beyond limited and limiting familial roles and uses the framework of feminist negotiation as a means to explore the empowering possibilities of intergenerational female relationships.

Virtual Work and Human Interaction Research Long, Shawn, 2012-04-30. *Virtual Work and Human Interaction Research* uses humanistic and social scientific inquiry to explore how humans communicate, behave, and navigate in their new virtual work spaces, providing scholars and practitioners an opportunity to study virtual work from quantitative and qualitative research approaches. The book explores informal and formal communication, emotional, psychological, and physical labor, rewarding and punishing virtual work behaviors, group decision making, socializing, and organizational change in a workplace without the physical and nonverbal cues that are taken for granted in traditional face-to-face work arrangements.

Dialogues Across Diasporas Marion Rohrleitner, Sarah E. Ryan, 2013. *Dialogues Across Diasporas* focuses on the shared historical legacies of members of the African and Latina diasporas and the cultural impact of the African diaspora in the Americas. This book seeks to emphasize connections rather than divisions among different migratory ethnic communities via a reconfiguration of borders and ethnic identities. This collection of essays has three major goals: first, to foreground shared themes and strategies in the literary productions of women of African and

Latina o descent second to highlight the importance of the arts for community activism within shared diasporic spaces and third to illustrate the potential of artistic and activist collaborations among women from both groups across disciplinary political national and ethnic divides Dialogues across Diasporas is divided into three sections The first section provides a theoretical overview of diasporic migrations politics and identities It argues that diverse diasporas can unite around shared political and cultural experiences such as converting contested spaces into communities and resisting rhetorics of exclusion The second section demonstrates the diverse ways in which migratory women and daughters of the diaspora frame their histories lived experiences and different forms of knowledge via poetry short stories academic essays and other art forms The third section focuses on women s activism suggesting opportunities for collaboration among and between diverse diasporic communities

Discursive Leadership Gail Fairhurst, 2007-02-16 2007 National Communication Association Organizational Communication Division Best Book Award Citing the well known adage that there are as many definitions of leadership as there are leadership scholars Fairhurst acknowledges the contributions which psychologists have made to leadership research before probing the inevitable limitations to their formidable body of work Fairhurst s work is also thought provoking on the issue of authenticity on the part of leaders HUMAN RELATIONS Discursive Leadership In Conversation with Leadership Psychology presents a new groundbreaking way for scholars and graduate students to examine and explore leadership Differing from a psychological approach to leadership which tries to get inside the heads of leaders and employees author Gail Fairhurst focuses on the social or communicative aspects between them A discursive approach to leadership introduces a host of relatively new ideas and concepts and helps us understand leadership s changing role in organizations Key Features Compares and contrasts discursive leadership with leadership psychology This comparison facilitates a clearer definition of discursive leadership Presents new ways to study leadership By treating each discourse concept as a heuristic device and supporting each concept with examples new ways to study leadership are introduced by focusing on key concepts from the organizational discourse literature Addresses some key challenges within leadership psychology Each chapter begins with an ongoing debate in leadership psychology and illustrates how a discursive approach can join that debate Charismatic leadership leader member exchange authentic leadership are just a few of the examples Offers reactions from leadership psychologists Leadership psychologists and other discourse scholars respond to the author s proposed conversation between them broadening the debate and introducing new perspectives Provides quick reviews and extended examples The book includes critical summaries at the end of each chapter and easy to reference appendices Intended Audience This book helps scholars researchers and practitioners understand the complexities of leadership as it continues to evolve due to such influences as globalization technology change and democratization of the workplace It is also an excellent text for graduate courses such as Leadership Rhetoric of Leadership Interpretive Studies of Organizational Communication Organizational Communication and Leadership Communication in the departments of communication business management

psychology and educational administration Experiences of Single African-American Women Professors Eletra S. Gilchrist, 2013-03-08 *Experiences of Single African American Women Professors* With this Ph D I Thee Wed edited by Eletra S Gilchrist explores the unique lived experiences of single African American women professors Gilchrist s contributors are comprised of never before married and doctorate degree holding African American women professors The authors and research participants speak candidly about their experiences exploring a myriad of topics including dating costs and rewards relationship challenges work life balance multiple intersecting identities negative perceptions and identity negotiation This volume is designed by and for an academic audience It addresses the dating and mating complexities of the population under study by combining autoethnographic accounts with empirical research and theoretical concepts As one of the few works to address the intricate interpersonal dynamics surrounding African American women in the professorate from a scholarly perspective Eletra S Gilchrist s *Experiences of Single African American Women Professors* With this Ph D I Thee Wed seeks to not only dispel myths and stereotypes but serve as an instructional tool for other professor hopefuls *Followership Development and Enactment among the Acholi of Uganda* David Wesley Ofumbi, 2019-07-25 The industrial era organizations used dualistic leadership theory which regarded followers as objects of leaders influence to socialize them into passive followership irrespective of context and outcome Consequently organizations focused on leadership and condemned active followership as a toxic behavior that sabotages organizational processes and outcomes However the emergence of relational leadership theory in the information era flattened organizational structure which created a greater need for collaboration within and across sectors In this new era organizations cannot survive without responsible individuals who could be productive as both leaders and followers As a result organizations are experiencing high demand for active followership throughout organizational ranks roles and relationships Nonetheless since followership studies are still in their infancy there is hardly any information on how followers develop and enact active followership Whereas some studies established followership identity role and behaviors and identified factors influencing their development none has explored how they do so This study offers a theory of followership development and enactment anchored in a seamless paradigm that can be used to expand leadership theory beyond dualistic tendencies that absolutized the differences among leadership variables despite their seamlessness Therefore it enhances organizational desire and capacity to develop and engage star followers effectively

The Foundations of Management Knowledge Paul Jeffcutt, 2008-01-28 This volume brings together a group of leading academics from Europe North America and Australasia to address a question of considerable contemporary concern the nature and management of knowledge in relation to rapidly changing arenas of theory and practice The contributors reframe management as a dynamic creative and versatile field of knowledge that is both multidisciplinary and multi contextual The book provides a structured and informed set of readings for management educators as well as students and academics in the fields of critical management organisational behaviour human resource management and management development

Women's Leadership in African Education Ntombikayise Nkosi, Mncedisi Christian Maphalala, 2025-07-11 This edited volume explores the complexities challenges and triumphs of women's leadership in educational settings from historical margins to contemporary influence This theme encompasses the book's focus on the historical journey and the present realities of women in educational leadership It highlights their resilience strategies for overcoming barriers and contributions to various aspects of education It also reflects the enlightening discussion of diverse perspectives and challenges across the chapters including gender parity crisis leadership and women's role in specific educational contexts This book adopts a comprehensive approach to examining women's educational leadership arousing readers interest It combines historical perspectives with contemporary challenges to offer a multidimensional engaging and enlightening view

Strategic Organizational Communication Charles Conrad, Marshall Scott Poole, 2011-12-12 Surveying a wide variety of disciplines this fully revised 7th edition offers a sophisticated and engaging treatment of the rapidly expanding field of organizational communication Places organizations and organizational communication within a broader social economic and cultural context Applies a global perspective throughout including thoughtful consideration of non Western forms of leadership as well as global economic contexts Offers a level of sophistication and integration of ideas from a variety of disciplines that makes this treatment definitive Updated in the seventh edition Coverage of recent events and their ethical dimensions including the bank crisis and bailouts in the US and UK Offers a nuanced in depth discussion of technology and a new chapter on organizational change Includes new and revised case studies for a fresh view on perennial topics incorporating a global focus throughout Online Instructors Manual including sample syllabi tips for using the case studies test questions and supplemental case studies

The Psychology of Women at Work Michele A. Paludi, 2008-06-30 According to the U S Department of Labor women made up 46.4 percent of the civilian labor force in 2005 and that percentage is expected to reach 47 percent by 2014 Professional and health related occupations are the fastest growing roles for women with computer related environmental and educational fields also drawing increasingly on the female workforce The bottom line at a macro level is that more and more women are driving the country's economic development But with that phenomenon come questions challenges and concerns on many diverse levels Debates rage on psychological topics such as the effect the increasing number of women at work has on marriage and divorce family and children women's identities and stress levels and overall their physical and mental health Psychologist Michele A Paludi and her team of experts from across fields examine all aspects of women at work the pros and cons how it is changing American society its women their relationships partners and children The factors that fuel women achievers are also discussed by female scholars and experts in the field who illustrate points with vignettes and their own career development stories Issues in the workplace affecting women's wellbeing are also discussed including sexual harassment and related laws pregnancy related work policy and regulations challenges for women bosses and career moms the glass ceiling racism women's relationships with male

coworkers and issues that rise when a woman is the breadwinner This unique and timely set will appeal to those who are interested in psychology women s studies education law business and public policy **The SAGE Handbook of Public Relations** Robert L. Heath,2010-07-29 An unparalleled guide to the theory and practice of public relations Reflecting advances in theory research and application in the discipline since the publication of the Handbook of Public Relations in 2001 this new volume is global in scope and unmatched in its coverage of both academic research and professional best practice Key Features Presents major theories in the words of the leading advocates for each theory Covers the full range of theory research and practice in the discipline Positions public relations as a positive force to help make society more fully functional Challenges academics and practitioners to identify best practices that can inform the work of those in the profession **Management and Participation in the Public Sphere** Merviö, Mika Markus,2015-04-30 Public policy has a dynamic effect on multiple facets of modern society Methods for managing and engaging the public sphere continue to change conceptually across the globe impacting the ways that governments and citizens interact both within and across borders Management and Participation in the Public Sphere is a definitive reference source for the latest scholarly research on the interplay of public affairs and the domestic realm providing innovative methods on managing public policy across various nations cultures and governments Featuring expansive coverage on a multitude of relevant topics in civic involvement information technology and modes of government this publication is a pivotal reference source for researchers students and professionals seeking current developments in novel approaches to public policy studies This publication features timely research based chapters on the critical issues of public policy including but not limited to archival paradigms Internet censorship media control civic engagement virtual public spaces online activism higher education and public private partnerships

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