



RETHINKING STRATEGIC LEARNING

RESEARCH
PRACTICE

Rethinking Strategic Learning

Rosemary Hill, Jim Stewart



Rethinking Strategic Learning:

Rethinking Strategic Learning Russ Vince, 2004-04-22 Russ Vince examines learning as both a social and a strategic process invariably linked to emotions and politics that are mobilized by attempts at learning and organizing. He makes a substantial contribution to theories of organizational learning and develops new ideas about critical reflection and collective leadership. The author outlines a critical perspective on HRD arguing that staff responsible for learning and change in organizations have put too much effort into the development of individuals and not enough into understanding and engaging with organizational dynamics that limit and shape individuals' opportunities and abilities to learn and change. HRD is explained as an intervention within a political system and practice of management and leadership with all the difficulties and contradictions that attempting to manage and to lead are likely to contain and reveal. This means that the focus of HRD is on action on developing the capacity to act on generating credibility through action and on influencing and working with others in situations loaded with emotion and politics.

Rethinking Strategic Management Thomas Wunder, 2019-09-06 This book offers innovative ideas and frameworks for sustainable strategizing to advance business by scaling up its positive impact which is so urgently needed at this time in the 21st century. It shows practitioners how to effectively deal with socio-ecological systems disruptions to their operating environments and play an active role in transforming markets toward a sustainable future. In short, the book demonstrates how to make business sense of sustainability highlighting new approaches and examples that translate sustainability into strategy and action. The ultimate goal is to provide a path toward a thriving future for both business and society. This book was written for strategy practitioners and decision makers who want to understand why sustainable strategizing is important in today's business world and are seeking actionable business knowledge they can apply in their companies. It was also written for students of management and can be used as a supplemental text to support traditional graduate and undergraduate management courses.

Rethinking Strategic HR John Sullivan, 2005-02-28 The primary goal of this book is to show you new ways to improve the business impact of your HR function by up to 25 percent. Because the goal is so high, the approaches that permeate this book are aggressive ones that are designed to make you rethink everything you do in HR. Authored by one of the industry's most respected thinkers, *Rethinking Strategic HR* is a forward-thinking look at building a smarter, more powerful HR strategy in any organization. Throwing out the old conventional approaches, this provocative book provides a hard-hitting guide to 21st-century HR strategy that will challenge you to think in bold new ways. From critiques of traditional practices to specific day-to-day steps to strategic thinking, you'll get a new perspective on HR including a clear definition of

what is and what is not strategic the five distinct levels of contribution that HR can make A list of the most used HR department strategies Tools for assessing your own strategic level A chart on how to make fact based decisions How HR routinely under costs its decisions How to make a strategic case to your CFO and more *Handbook of Research on Strategy and Foresight* Laura Anna Costanzo,Robert Bradley MacKay,2009 This important Handbook explores and evaluates dynamic environments and the appropriate strategic responses to them in the 21st century Drawing together a collection of 29 original chapters the Handbook makes an invaluable contribution to theory and practice by stimulating disciplined rigorous and imaginative enquiry into the relationship between strategy and foresight Leading scholars in the field of strategic management are brought together to offer innovative and multi disciplinary perspectives on the past present and future of strategy formation and foresight In so doing they challenge research in four key areas strategy and foresight processes strategy innovation for the future understanding the future and strategically responding to the future The Handbook of Research on Strategy and Foresight is a comprehensive resource that will be invaluable for academics students and practitioners interested in this important phenomenon

Human Resource Development as We Know It Monica Lee,2012-02-27 The field of Human Resource Development has developed largely through academics scholars and reflective practitioners from across the world coming together Many people link memorable keynote speeches to changes in their research practice career path or even life view Good keynote speeches are a forthright statement of the expert s view and thus are often not published Now that HRD is maturing there is a need to recapture some of those earlier moments both as a form of archive and also to shed light on the path that has been followed Twenty two speeches seminal to the field of HRD are included in this volume These speeches are milestones along the path of the development of the field as well as reconstructing their speech the contributors have also located it within the time it was given and commented on how the field has developed since This book is a resource not only as an archive and for those who wish to relive their pivotal moments but also for anyone interested in the development of HRD as a discipline This unique approach provides an exciting and engaging way to reflect on cutting edge issues in the academic and practitioner world of HRD

Managing Performance Abroad Arno Haslberger,Chris Brewster,Thomas Hippler,2014-08-01 In a global economy full of multinational firms international human resource management including expatriation career management and talent management is a growing topic in the business and management literature and in universities A thorough understanding of the adjustment of expatriates to their new environment is critical not only for selection and preparation of potential expatriates but also for the management of expatriate performance Managed well expatriates can be key contributors to organizational success while abroad and even after repatriation Poor understanding and management of expatriate issues on the other hand may lead to underperformance and increased turnover of expatriates and repatriates Managing Performance Abroad summarizes and extends what is known about the topic of expatriate management and adjustment covering all the major authors and

presenting a new approach to the adjustment process At present expatriate adjustment is only covered as a chapter in books on international HRM and HRD Much of this literature relies on outdated concepts and evidence Furthermore most business research and management publications use an expatriate adjustment model that was originally published about two decades ago This book is the first dedicated solely to the subject of expatriate adjustment enabling readers to formulate research questions and hypotheses and to develop expatriation policies and support systems that optimize the performance of expatriates It presents a re formulation of the model underlying management research about expatriate adjustment providing guidance for researchers and practitioners alike

Bridge Employment Carlos-María Alcover,Gabriela Topa,Emma Parry,Franco Fraccaroli,Marco Depolo,2014-04-16 With the long term trend toward earlier retirement slowing and the majority of older workers remaining in employment up to and beyond statutory retirement age it is increasingly important that we understand how to react to these changes Bridge employment patterns and activities have changed greatly over the past decade yet there is little information about the benefits of the various different forms this can take both for employees and employers This comparative international collection provides the first comprehensive summary of the literature on bridge employment bringing together experiences from Europe the United States Canada Australia and Japan It identifies the opportunities barriers and gaps in knowledge and practice whilst offering recommendations on how organisations and individuals can cope with future challenges in aging and work Written by international experts in the field each chapter also makes substantive and contextualized suggestions for public policy and organizational decision makers providing them with a roadmap to implement and integrate bridge employment into policies and practices designed to prolong working life a priority for workers organizations and societies in the coming decades This unique research handbook will be useful to a wide range of readers with an interest in the new concept of bridge employment and the extension of working life and of interest to researchers and practitioners in organizational behavior labor market analysis human resource management career development counselling occupational health social economy and public policy administration

Aesthetics and Human Resource Development Stephen Gibb,2006-05-02 The first book to look at both aesthetics and human resource development this timely and original work investigates existing as well as possible future connections and relations between the two areas Well structured and expertly written The Aesthetic Challenges of Human Resource Development is undoubtedly a valuable reference for students of human resource management business and management and aesthetics

Human Resource Development in the Russian Federation Alexandre Ardichvili,Elena Zavyalova,2015-05-08 Unlike Brazil India or China prior to the beginning of market oriented reforms in early 1990s Russia maintained a high level of human capital and possessed a highly developed system of vocational education continuous education and management development institutions sponsored by the government However after the beginning of the market reforms many state sponsored programs were disbanded and individual enterprises and newly emerging private educational institutions found

themselves in a position of having to provide training and professional development services for future and current employees Both government level policies in support of HRD and enterprise level HRD systems have emerged fairly recently in the Russian Federation and are still in a stage of change and development This book provides an in depth analysis of the current state of HRD in the Russian Federation It covers country level policies organizational level programs and strategies and individual level educational and training efforts While the study is focused on Russia its conclusions will be of value to scholars students and practitioners examining similar issues surrounding the emergence and development of HRD systems in emerging countries Furthermore the authors framework for analyzing HRD on multiple levels and across various parts of the adult and vocational education and development systems offers a unique and important contribution to the theoretical debate on comparative educational systems outside the HRD and HRM communities

New Ways of Organizing Work Clare Kelliher, Julia Richardson, 2011-10-06 New Ways of Organizing Work offers a broader understanding of changes to the way work is organized and the implications for relevant stakeholders It brings together contributions from a well established group of international scholars to examine the nature and consequences of new ways of working The book draws on studies of a variety of new forms of work involving a diverse range of employees and drawing on experiences in a variety of countries It includes three main empirical sections The first focuses on different forms of work and working arrangements stimulated by the use of technology increased competitive pressure and media portrayal of work and working In contrast to much other work in the field a strong theme of this book is individuals experiences of new ways of working The second empirical section examines this theme with a specific focus on remote workers and their responses to new ways of working Exploring contemporary trends towards increasing use of global teams the third section examines the implications of distributed teams and the challenges for managing performance and knowledge transfer

Managing Healthy Organizations Mikael Holmqvist, Christian Maravelias, 2010-10-04 This book studies worksite health promotion as a way of managing organizations It examines the character of corporate health experts work the social contexts of their profession their striving for influence the way they try to affect people s thinking and behaviour and the organizational ethic and culture that they contribute to construct

Critical Thinking in Human Resource Development Carole Elliott, Sharon Turnbull, 2004-08-02 This book provides a reflexive critique of the assumptions of orthodox HRD research and practice and questions the conception of humans as resources as well as the conventional performative focus of HRD Examining the broader social political and economic contexts the book offers alternative perspectives for considering both the needs of individuals and the sustainable development of organizations in post industrial economies

Global Human Resource Development Thomas Garavan, Alma McCarthy, Michael Morley, 2016-02-05 Drawing on contributions from leading academics in the field this volume within the Routledge Series in Human Resource Development specifically focuses on Global Human Resource Development HRD Specifically the volume provides an overview of 17 regions 85 countries and includes one emerging

market grouping CIVETS This book examines the role of the state in HRD the relationship between HRD and the level of economic development in the country or region the influence of foreign direct investment within the country or region and firm level HRD practices within countries or regions Global Human Resource Development analyzes HRD from institutional and cross cultural perspectives making it possible for the first time to analyze trends across countries and regions and to draw conclusions about the value of institutional and cross cultural perspectives in the HRD context There is currently no book on the market that conceptualizes the discipline of global HRD in this way making this a definitive book on HRD across the globe of particular interest to researchers and reflective practitioners

Organisation Development in Healthcare John Edmonstone,2021-11-28 Organisational development OD as a practice involves an ongoing systematic process of implementing effective organisational change OD is both a field of applied science focused on understanding and managing organisational change and a field of scientific study and inquiry It is interdisciplinary in nature and draws on sociology psychology particularly industrial and organisational psychology and theories of motivation learning and personality Organisation Development in Healthcare A Critical Appraisal for Practitioners provides both an overview of the evolution of OD in healthcare as a field of practice and as a challenge to its future development It examines the underlying assumptions behind OD and tracks its historical growth in healthcare with special attention devoted to the UK s National Health Service The unusual nature of healthcare organisations delivering human services through the work of professionals who are subject to emotional labor and are addressing society s wicked problems provides a unique context A range of challenges for healthcare OD are identified including questions of conformists or deviant innovation organisations as machines or systems hierarchy versus democracy the importance of power and emotion and possible future ways forward for healthcare OD are suggested Examples and short case studies from both the UK and the US to illustrate the benefits of OD are included

Management Development Rosemary Hill,Jim Stewart,2007-02-09 Recognizing a significant need to continually update the current body of knowledge on management development with the latest innovations in high quality research and practice in various parts of the globe this book provides the most comprehensive and up to date work on the state of research and practice in management development Hill and Stewart p

Human Resource Development in the Public Sector Sally Sambrook,Jim Stewart,2007-01-24 This text provides examples of attempts to develop HRD practices in health and social care contexts within France Ireland the Netherlands Romania Russia the UK and the USA Thus this book is international in scope and appeal

Management Development ,1979 **Strategic Management in the 21st Century** Timothy J. Wilkinson,Vijay R. Kannan,2013-05-22 Covering both practical and theoretical aspects of strategic management this three volume work brings the complex topic down to earth and enables readers to gain competitive business advantages in their marketplace This clear insightful and interesting work covers all aspects of strategic management including chapters that discuss SWOT Strengths Weaknesses Opportunities and Threats analysis the Resource Based View transaction cost

economics and real options theory Unlike other books this three volume work examines strategic management from different perspectives effectively interweaving seemingly disparate subdisciplines such as entrepreneurship and international business with specialized foci such as creativity innovation and trust Incorporating information from contributors as varied as a proprietor of a worldwide motorcycle business to one of the most published scholars in the field of international strategic management the practical and theoretical perspectives presented in Strategic Management in the 21st Century will benefit business strategists professors of strategic management and graduate students in the field *New Frontiers in HRD* Monica Lee,Jim Stewart,Jean Woodall,2004-06-24 Factors such as globalisation restructuring casualization of employment and the erosion of pension rights have led to massive tensions in contemporary organizations By exploring the boundaries of the field of Human Resource Development this book asks where is HRD in the middle of all this and presents an innovative and challenging approach to HR

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Rethinking Strategic Learning Introduction

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