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Organisation Development Metaphorical Explorations

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Organisation Development Metaphorical Explorations

David Grant



Organisation Development Metaphorical Explorations:

Organisation Development Cliff Oswick, David Grant, 1996 The use of metaphors to explain organizational development is an increasingly popular method within this area Those metaphors contained in this text seek to address the limitations of and the problems associated with organizational theory as well as focusing on the strengths and benefits **Discourse,**

Interpretation, Organization Loizos Heracleous, 2006-10-26 This much needed systematic 2006 exploration of the emerging field of organizational discourse addresses scholarly perspectives as well as empirical applications of the concepts The interpretive functional critical and structurational perspectives are examined in detail and application chapters illustrate how discourse theory can be employed in field research **The Routledge Companion to Organizational Change** David

Boje, Bernard Burnes, John Hassard, 2012-10-02 Organizations change They grow they adapt they evolve The effects of organizational change are important varied and complex and analyzing and understanding them is vital for students academics and researchers in all business schools The Routledge Companion to Organizational Change offers a comprehensive and authoritative overview of the field The volume brings together the very best contributors not only from the field of organizational change but also from adjacent fields such as strategy and leadership These contributors offer fresh and challenging insights to the mainstream themes of this discipline Surveying the state of the discipline and introducing new cutting edge themes this book is a valuable reference source for students and academics in this area Organisational Development in Healthcare Edward Peck, 2017-11-22 Organisational Development in Healthcare introduces the practical ways in which change in health services can be promoted It includes descriptions of all of the most important approaches to change currently being used in the NHS discussion of when they work best and details of the evidence of their impact

Crafting Strategy Loizos Heracleous, Claus D. Jacobs, 2011-06-02 This book presents a theoretically informed approach to creative strategizing based on building metaphorical structures that represent organizations **The SAGE Handbook of**

Organizational Discourse David Grant, 2004-08-24 Providing an overview of domains such as study methodologies and perspectives used in research this text shows how discourse analysis has moved beyond its roots in literary theory to become an important approach in the study of organizations **Strategic Human Resource Development** Jim Griesmer, 2003-02-18

By challenging the reactive prescriptive and formulaic theories of late 20th century change management Strategic Human Resource Development seeks to draw the boundaries for a new discipline that views change as an internal and proactive approach to organizations *Metaphor and Dialectic in Managing Diversity* C. Schwabenland, 2012-06-12 Metaphor and dialectic are modes of thinking that influence the ways in which we identify what we have in common with others how we differ and how we manage this diversity to achieve organizational goals This book explores how we can become more aware of these unconscious processes and challenge stereotypes Discourse and Organization David Grant, Tom W Keenoy, Cliff Oswick, 1998-09-28 This major work from renowned scholars in the field analyzes the role of language and symbolic media

and shows how this enables us to move to new levels of understanding of contemporary organizational issues An introductory chapter examines the role and growing importance of discourse in the study of organizations It critically evaluates the contributions of various disciplines and defines organizational discourse as a subject area The chapters in the first section Talk and Action explore the relationship between discourse action and interaction and their impact on organizational structure and behaviour Stories and Sensemaking focuses on the analytical potential of the story as a means of illuminating the ways in

The Oxford Handbook of Metaphor in Organization Studies, 2024-01-31 Metaphors for organization and management have been a subject of strong interest in the area of organizational studies since the 1980s Metaphors enhance the understanding of organizations and provide a mechanism for critiquing current practices increasing effectiveness and improving communication The Oxford Handbook of Metaphor in Organization Studies provides a comprehensive reference for researchers educators and managers The book comprises twenty nine chapters which are authored by over forty contributors many of whom have played major roles in the development of the field over the years The theoretical underpinnings of organizational metaphors are explored An array of metaphorical contexts for understanding management and organizations is presented The various uses of metaphor as a tool in research education and management are addressed as are the limitations of metaphors Finally future research directions related to metaphors in organizational studies and management are proposed

Exploring Morgan's Metaphors Anders Örtengren, Kiran Trehan, Linda L. Putnam, 2016-07-05 Gareth Morgan's monumental book *Images of Organization* revolutionized the field of organization theory In honor of Morgan's classic text this edited volume *Exploring Morgan's Metaphors Theory Research and Practice in Organizational Studies* by Anders Örtengren, Kiran Trehan and Linda L. Putnam illustrates how Morgan's eight metaphors inform research practice and organizational intervention in a variety of contexts Including contributions from well known experts in their fields specifically Joep Cornelissen, Cliff Osrick, David Grant and Gareth Morgan this new text offers fresh perspectives and sets forth new metaphors for conceptualizing organizations in today's workforce Readers will gain insights and guidelines into the different ways that Morgan's metaphors and metaphorical thinking can be used to better understand organizational life as well as how to study and develop organizations

The Inner World of Teaching David Tuohy, 2004-01-14 A practical book which through case study exercises and engages the reader in a close examination of their own personal assumptions practices and experiences of school life The book takes a good look at the assumptions that prevail in different schools and circumstances and shows how the desire to improve will often need to be met by an equal desire to change and expand horizons The initiatives suggested show how change can be handled to minimise fears and reservations

Researching with Feeling Caroline Clarke, Mike Broussine, Linda Watts, 2014-10-10 Why should researchers be interested in their feelings and emotions as they carry out research Emotion is what it is to exist to be human and is present in every sphere of our lives All activities are infused with emotion even those that are constructed as rational

because rationality and emotionality are interpenetrated and entwined because all thinking is tinged with feeling and all feeling is tinged with thinking This book illuminates the emotional processes of doing social and organizational research and the implications of this for the outcomes of research With contributions from leading academics and research practitioners it addresses the significant issue of the sometimes intense emotional experiences involved in doing research and the implications it has for the theory and practice of social research By examining the nature of feelings and emotions it explores how we might understand researchers emotions and experiences and considers the often powerful feelings encountered in a variety of research contexts Topics discussed include power relations psycho social explanations of researcher emotions paradoxical relations with research participants and the sometimes disturbing data that is gained research supervision the politics of research gender publishing undergoing vivas and presenting at conferences This book will therefore be a valuable companion to researchers and research students from the start of their career onwards

Research in Organizational Change and Development Abraham B. (Rami) Shani, Debra A. Noumair, 2014-06-11 These manuscripts provide an intriguing collection that capture and provide value to the real work of creating a sustainable field of study and practice organization change and development and sustainable organizations

Organizational Discourse Renata Fox, John Fox, 2004-10-30 This work supplies a concrete definition of Corporate Public Discourse an idea that has always lacked true character It explores how leading corporations use their own special language to define their cultures The authors take this language once considered a mere embellishment of speech and use it to explore the inner workings of world renowned organizations This book bridges the gap between organizational studies and linguistics by analyzing the communications of today s top companies The book describes a weekly Saturday morning meeting at Wal Mart evaluates IBM s commitment to success and looks into the social role of high caliber CEOs Broken into seven parts including management media and analysis the study efficiently frames the importance of corporate communication

Organizational Change: Themes and Issues Jim Griesemer, 2010-02-11 Organizational Change Themes and Issues presents a critical approach to organizational change viewing change as a series of critical reflections rather than a series of recipes or models

Talking in Clichés Stella Bullo, Derek Bousfield, 2022-11-03 For decades social perspectives and even academic studies of language have considered clichés as a hackneyed tired lazy unthinking and uninspiring form of communication Authored by two established scholars in the fields of Systemic Functional Linguistics and Discourse Studies and Pragmatics this cutting edge book comprehensively explores the perception and use of clichés in language from these complementary perspectives It draws data from a variety of both written and spoken sources to re interrogate and re imagine the nature role and usage of clichés identifying the innovative and creative ways in which the concepts are utilised in communication interaction and in self presentation Observing a rich complex layering of usage the authors deconstruct the many and varied ways in which clichés operate and are interdependently constructed from the role they play in discourse in general to their functions as argumentative strategies as

constructs of social cognition as politeness strategies and finally as markers of identity *The New Handbook of Organizational Communication* Fredric M. Jablin, Linda L. Putnam, 2001 Praise for the First Edition I recommend this book to anyone who is seriously interested in organizational communication It is a unique and outstanding work Researchers in the area will find this work extremely pertinent to their activities Journal of Applied Systems Analysis The Handbook of Organizational Communication like the original is a landmark in the field of organizational communication The handbook provides a more up to date analysis of the latest advances in this exciting field It assists in establishing a clear identity of this discipline that has grown tremendously over the latter part of the century The contributors pioneers in the field provide a more multidisciplinary perspective drawing equally from the fields of organizational behaviour management studies and communication An essential resource for researchers teachers professionals and advanced students in organizational communication management organizational behaviour and organizational studies this handbook provides An historical overview of organizational communication as a discipline More than half the chapters explore topics not included in the original handbook Part 1 examines methodological issues as well as theoretical ones including quantitative and qualitative research methods and language discourse analysis Each chapter not only reviews and updates research in its respective area but also included discussions of research and theory from around the world *BUSINESS, SUSTAINABLE DEVELOPMENT & OTHER EMERGING ISSUES* Dr. Sudipta Mondal, Gourab Das, 2021-09-23 *Making Sense of Work Through Collaborative Storytelling* Tricia Cleland Silva, Paulo de Tarso Fonseca Silva, 2022-02-10 Collective sense making starts with individual stories Stories influence how we construct our sense of self in relation to others and our social environment especially within the world of work The stories we tell ourselves at work particularly during times of change impact our relationships and the collaboration with those who are engaged in the same work activities Stories that we take for granted as common sense may not resonate with others leading to conflict and tensions This book focuses on the development of collaborative practices at work and in organisations through Collaborative Storytelling from sharing stories to exchanging experiences and building a common narrative collectively This open access book will be of interest to practitioners and academics working in the fields of adult education equity and inclusion human resource management practice based studies organisational studies qualitative research methods sensemaking storytelling and workplace identity

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