

Rethinking Organizational & Managerial Communication From Feminist Perspectives



Patrice M. Buzzanell
Editor

Rethinking Organizational Managerial Communication From Feminist Perspectives

Long, Shawn



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.

An Introduction to Organizational Communication Subramania Bala Jeshurun, Selvakumar P, J. Anna Thangam, A. Vanitha, **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

Race, Gender, and Leadership Patricia S. Parker, 2004-09-22 Much has been written about a model of leadership that emphasizes women s values and experiences that is in some ways distinct from male models of leadership This book redirects the focus to a view of leadership as a multicultural phenomenon that moves beyond dualistic notions of masculine and feminine leadership and focuses more specifically on leadership as the management of meaning including the meanings of the notion of organizational leader This volume focuses on leadership traditions revealed in the history of Black women in America and exemplified in the leadership approaches of 15 African American women executives who came of age during the civil rights and feminist movements of the 1960 s and 1970 s and climbed to the top of major U S organizations It advances a vision of organizational leadership that challenges traditional masculine and feminine notions of leadership development and practice providing insights on organizational leadership in the era of post industrialization and globalization Additionally by placing African American women at the center of analysis this book provides insights into the ways in which race and gender structure key leadership processes in today s diverse and changing workplace It is a must read for scholars and researchers in organizational communication management leadership African American studies and related areas

Studies in Symbolic Interaction Norman K. Denzin, 2011-10-06 Examines the mesodomain of welfare reform through re negotiating the order of economic inequality provides a grounded fractal analysis into the medicalization of homelessness and the sociology of the self and looks at the labeling of immigrant men as criminals This title deals with issues of gender ethnicity illness and the urban situation

Just a Job? George Cheney, Daniel J. Lair, Dean Ritz, Brenden E. Kendall, 2009-11-12 The concept of professionalism has gained everyday resonance in the twenty first century especially given recent corporate scandals However George Cheney argues as much as it may be discussed professionalism has lost much of its broader social and community related implications as the trends of careerism consumerism and contingent employment have challenged and eroded collective senses of professional responsibility In addition professionalism has become depoliticized even as it has continued to manifest certain racial class oriented and gender biases in many contexts In Just a Job Cheney explores everyday practices in contemporary professional ethics

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 Chicanx 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 Chicanx 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 books 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 Africana 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 Africana 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

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

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