

Marvin R. Weisbord

**PRODUCTIVE
WORKPLACES**

*Organizing and Managing
for Dignity, Meaning,
and Community*

Productive Workplaces Organizing And Managing For Dignity Meaning And Community

**Teresa Torres-Coronas, Mario Arias-
Oliva**



Productive Workplaces Organizing And Managing For Dignity Meaning And Community:

Productive Workplaces Marvin R. Weisbord, 1987-10-19 Offers specific how to instructions for involving employees in designing new work methods and developing strategies for organizational improvement Presents in depth case studies of organizations that have used these techniques *Productive Workplaces* Marvin Ross Weisbord, 1987 **Productive workplaces. Organizing and managing for dignity, meaning, and community** Marvin R. Weisbord, 1991 **ASTD Handbook for Workplace Learning Professionals** Elaine Biech, 2008-05-01 Here s the must have reference book for anyone involved in training human resources development and workplace learning Published by the most trusted name in the industry The ASTD Handbook for Workplace Learning Professionals is a required tool for all learning professionals This practical go to resource is a new contribution to the field comprising 50 chapters each authored by renowned industry practitioners The handbook offers the most up to date methodologies and practices covering the entire range of the training and development profession and also includes valuable worksheets and tools on a companion CD ROM *Effective Talent Management Strategies for Organizational Success* Mupepi, Mambo, 2017-01-25 The ultimate success or failure of a business in modern society depends on a variety of factors across all levels of the organization By utilizing dynamic human resource planning techniques businesses can more efficiently reach their goals *Effective Talent Management Strategies for Organizational Success* is a pivotal reference source that provides scholarly perspectives on the latest practices for leveraging human capital in business environments to maintain and increase competitive advantage Highlighting innovative coverage across relevant topics such as division of labor intellectual assets and value creation systems this book is ideally designed for managers professionals academics practitioners and graduate students seeking emerging research on optimizing talent management in modern businesses *Meaningful Workplaces* Neal E. Chalofsky, 2010-04-06 Anyone who has a position of leadership in your organization should read *Meaningful Workplaces* From the CEO to the front line manager this book will change the way people think about work It is truly a must read for people creating the workplace of the future Paul Butler Managing Director and Founder of GlobalEdg recently retired Director Global Learning and Organizational Development Proctor Gamble Gillette *Meaningful Workplaces* is a must read for today s workforce It sagely advises organizations how to create cultures that provide a sense of belonging a feeling of trust caring and shared celebration Dr Peggy Dolet Director of Human Resources American Society for Engineering Education Chalofsky s *Meaningful Workplaces* models do a great job of reframing the discussion about work and values He provides excellent examples of organizations that have made measurable and sustainable strides in achieving integrated wholeness in today s competitive environment I found it both practical and insightful Kimo Kippen former Vice President Center of Excellence Marriott International former Chair ASTD Board of Governors and Executive in Residence at Catholic University Dr Chalofsky captures the essence of what motivates people to work beyond material gain Grounded in decades of organizational research and practice it is a source

that can be trusted I highly recommend this book to students of organizational studies company leaders and people seeking answers to the questions of what it takes to create and sustain meaningful work and humane workplaces Dr Susan Gayle Chief Administrative Officer Promontory Interfinancial Network LLC Chalofsky's experience and expertise shine through as he takes readers on a journey about how humanistic organizations lead to increased joy passion learning personal growth high performance and bottom line success This excellent text ties years of concepts into a coordinated whole culture learning engagement motivation community and work life integration Chalofsky provides concepts practical approaches and realistic examples for students leaders practitioners and educators Dr Virginia Bianco Mathis Chair Department of Management School of Business Marymount University Managing Partner Strategic Performance Group

The NTL Handbook of Organization Development and Change Brenda B. Jones, Michael Brazzel, 2012-06-25 The NTL Handbook of Organization Development and Change is an essential tool for both practitioners and students who want to know how to effectively bring about meaningful and sustainable change in organizations Featuring contributions from leading practitioners academics and scholars in the field each chapter comprehensively explores a key aspect of organization development including core theories and methods OD in the international and world setting practical applications the future of OD and many others Co published with the NTL Institute a long time leader and champion for the field The NTL Handbook of Organization Development and Change boasts an extensive range of knowledge experience and methods integrated by a philosophical system that underscores the vital mission of OD as well as provides expert guidance in the art and science of making organizational development and change work

Key Issues in Organizational Communication Dennis Tourish, Owen Hargie, 2004 It is often said that the practice of management is in crisis and that managers are now finding it harder than ever to develop strategies which withstand the shocks of the marketplace This illuminating book cuts through these conflicting issues to show how organizational communication plays a vital role in confronting uncertainty Arguing that many managers fail to adequately consider the communication consequences of the decision making process and its impact on organizational effectiveness Hargie and Tourish present here numerous organizational communication insights and show how they reveal a way through these dilemmas Based on cutting edge research findings and case studies this book features contributions from the UK USA Canada New Zealand and Norway bringing multiple perspectives to this topical subject The result is a comprehensive guide to organizational communication useful for managers academics and students

Why People Stay Angela Spranger, 2018-08-06 Why People Stay is the result of a doctoral study that revealed participants sense of commitment to the organization to the team to the mission or to something else This was in spite of numerous experiences of antisocial workplace behavior or AWB reported by each participant The incidents reported included perceptions of disrespect and subtle discourtesy appropriation of credit for work not performed deliberate poor work performance racial harassment abusive language abusive supervision bullying and threats of violence to other demeaning behaviors Over 70 unique

instances were reported in all by just 11 participants over the course of some 30 hours of interviews Yet they all stayed in their workplace Why And what does this choice suggest about employee engagement in toxic workplaces or work groups This book explores these questions and more and sounds an alarm to executives and culture monitors that the root cause of your human capital losses is that your people do not feel seen safe and valued and you can change that It looks at organizational commitment and organizational engagement in an environment where it can be difficult to remain authentically committed in the presence of AWB The participants in this study were queried as to just why they stayed under such conditions The aim of this book is to share their surprising results This positive book about negative experiences is essential reading for executives HR and organizational development professionals as well as students at both postgraduate and undergraduate levels **The**

Annual Review of Adult Learning and Literacy John Comings, Barbara Garner, Cristine Smith, 2001-07-10 This is an encompassing review that addresses all aspects of literacy reading numeracy and technological literacy for example with a global perspective It connects the objectives of literacy education with broader areas of social welfare including health employment and political and economic empowerment The second volume in a new annual series this unique publication for practitioners in the field of adult learning and literacy collects in one yearly volume the best new knowledge and practice advances identified by the prestigious Harvard based and federally funded literacy center NCSALL A single user friendly source for information on best practices in the field of adult learning literacy The editors introduction in each volume covers news from the world of policy and research while six distinguished writers and practitioners contribute articles on the most pressing topics in adult literacy Each volume also includes annotated reviews of the best books and key journal articles published in the past year **International Handbook of Educational Evaluation** T. Kellaghan, D.L.

Stufflebeam, 2012-12-06 Thomas Kellaghan Educational Research Centre St Patrick's College Dublin Ireland Daniel L. Stufflebeam The Evaluation Center Western Michigan University MI USA Lori A Wingate The Evaluation Center Western Michigan University MI USA Educational evaluation encompasses a wide array of activities including student assessment measurement testing program evaluation school personnel evaluation school accreditation and curriculum evaluation It occurs at all levels of education systems from the individual student evaluations carried out by classroom teachers to evaluations of schools and districts to district wide program evaluations to national assessments to cross national comparisons of student achievement As in any area of scholarship and practice the field is constantly evolving as a result of advances in theory methodology and technology increasing globalization emerging needs and pressures and cross fertilization from other disciplines The beginning of a new century would seem an appropriate time to provide a portrait of the current state of the theory and practice of educational evaluation across the globe It is the purpose of this handbook to attempt to do this to sketch the international landscape of educational evaluation its conceptualizations practice methodology and background and the functions it serves The book's 43 chapters grouped in 10 sections provide detailed

accounts of major components of the educational evaluation enterprise Together they provide a panoramic view of an evolving field

Fifth Generation Management Charles M. Savage, 1996 This revised edition of *Fifth Generation Management* helps executives out of the rigid mindsets of the Industrial Era into the vibrant and invigorating possibilities of co creation in the Knowledge Era Divided into two parts the first completely rewritten section narrates Five Days that Changed the Enterprise a case study of senior executives who are forced out of their cozy little empires into a new network organization of their own design The second part discusses the process of co creating through virtual enterprising dynamic teaming and knowledge networking Included is essential new information on fractal enterprises holonic management systems agile enterprises and hypertext organizations Charles Savage is president of Knowledge Era Enterprises Inc and was formerly in the consultant division of Digital Equipment Corporation He presents Master Classes on dynamic teaming and virtual enterprising and has written extensively on the knowledge era His company's logo is a key with the phrase Unlocking the Future Charles Savage assists companies around the world to achieve that goal Over 40 000 copies of previous edition sold world wide Previous edition was awarded Book of the Year by Tom Peters Covers lessons learned over the last five years since *Fifth Generation Management* was first published

International Encyclopedia of Organization Studies Stewart Clegg, James R. Bailey, 2008 Describing the field spanning individual organisation societal and cultural perspectives in a cross disciplinary manner this is the premier reference tool for students lecturers academics and practitioners to gather knowledge about a range of important topics from the perspective of organisation studies

E-Human Resources Management Teresa Torres-Coronas, Mario Arias-Oliva, 2005-01-01 This book though provides a deep discussion about e HRM issues so the reader can have a thoughtful background about the key role played by those who participate in e HRM activities A variety of experiences are provided to involve the reader in real problems and thus to help the reader gain an understanding of current and future e HRM challenges The book also explores the impact of IT on communication effectiveness the concept of protean career the integration of handheld computer technology into HR practice the B2E models and perspectives in organizational development and IT

The Routledge Companion to Management and Organizational History Patricia Genoe McLaren, Albert J. Mills, Terrance G. Weatherbee, 2015-05-15 The field of management and organizational history has reached a level of maturity that means an overview is long overdue Written by a team of globally renowned scholars this comprehensive companion analyses management and organizational history reflecting on the most influential periods and highlighting gaps for future research From the impact of the Cold War to Global Warming it examines the field from a wide array of perspectives from humanities to the social sciences Covering the entire spectrum of the field this volume provides an essential resource for researchers of business and management

The Handbook of Large Group Methods Barbara Benedict Bunker, Billie T. Alban, 2012-06-26 Large Group Interventions are methods used to gather a whole system together to discuss and take action on the target agenda That agenda varies from future plans products and services to redesigning

work to discussion of troubling issues and problems The Handbook of Large Group Methods takes the next step in demonstrating through a series of cases how Large Group Methods are currently being used to address twenty first century challenges in organizations and communities today including Working with widely dispersed organizations and the problem of involvement and participation Working with organizations facing a serious business crisis Working with organizations in polarized and politicized environments Working in community settings with diverse interest groups Working at the global level and adapting these methods for cross cultural use Embedding and sustaining new patterns of working together in organizations and communities *The High Performance Organization* Linda Holbeche, 2012-05-04 Increased global competition aided and abetted by technology has meant that organizations in every sector are having to compete on the basis of speed cost quality innovation flexibility and customer responsiveness If organizations wish to be able to compete successfully in the global marketplace they need to develop innovative products and services quickly and cost effectively The High Performance Organization provides invaluable information and practical tools for people engaged in leading organizational change efforts as an executive line manager HR practitioner or change agent This practical text is grounded in organizational reality as well as having a sound theoretical setting Illustrative case studies have been drawn from consultancy practice and a wide range of current research **Research Anthology on Facilitating New Educational Practices Through Communities of Learning** Management Association, Information Resources, 2020-10-30 With the future of education being disrupted and the onset of day to day uncertainties and challenges that have to be solved quickly teachers are now turning to professional development communities support communities where they can share and learn about effective practices to use in the classroom While transitioning to blended or online learning and keeping up with the technological advances in education these communities provide an essential backbone for teachers to rely on for support and updated knowledge on what educational practices are being utilized how they are working and what solutions have been found for the ever changing climate of education Research on the benefits and use of these communities as well as on the latest educational practices is essential in teacher development and student learning in the current culture of a rapidly changing educational environment The Research Anthology on Facilitating New Educational Practices Through Communities of Learning contains hand selected previously published research that provides information on the communities of learning that teachers are currently involved in to seek the latest educational practices The chapters cover the context of these communities the benefits and an overview of how this support is a necessary tool in today's practices of teaching and learning While highlighting topics such as learning communities teacher development mentoring and virtual communities this book is essential for inservice and preservice teachers administrators teacher educators practitioners stakeholders researchers academicians and students who are interested in how communities of practice tie into professional development teacher learning and the online shift in teaching Initiating, Managing and Sustaining Strategic Change Magne Y.

Orgland,2016-07-27 This book focuses on how managers faced with environmental discontinuities should think about initiating managing and sustaining a strategic change initiative The ability of an organization to change fast has become a source of competitive advantage The book provides a model with concrete steps showing how to initiate manage and sustain strategic change an extensive literature review and an in depth case study *Managing Change, Creativity and Innovation*

Constantine Andriopoulos,Patrick Dawson,2008-12-19 I would urge anyone with an interest in managing organisations whether they be students or practising managers to buy this book Bernard Burnes Professor of Organisational Change Manchester Business School University of Manchester Change is truly the one constant in business As such the ability to manage change and its drivers of innovation and creativity is essential Thankfully Andriopoulos and Dawson offer an exceptional treatise on this domain insightful and engaging I encourage management students at all levels to explore this work Marianne W Lewis Director of Kolodzik Business Scholars University of Cincinnati Managing Change Creativity and Innovation brings together comprehensive aspects of change management and creativity management providing management and HR students with an accessible and wide ranging resource for study debate and inspiration Balancing theory with practice this book looks at the human side of managing change and creativity treating them as interdependent aspects of management and organizations Topics include Historical overview of business practice and theory Understanding creativity and change Managing individuals teams and nurturing creativity The creative economy and future of organizations Features include Coverage of all the important recent research in the field Real life topical case studies taken from the Financial Times Interactive resources at the end of each chapter including questions exercises topics for debate recommended reading and web resources

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