

MAKING CULTURE PAY

SOLVING
THE PUZZLE
of
ORGANIZATIONAL
EFFECTIVENESS

JERRY HANEY

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Mindi McKenna,Perry Pugno



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The Nonprofit Organizational Culture Guide Paige Hull Teegarden,Denice Rothman Hinden,Paul Sturm,2010-11-17

Praise for The Nonprofit Organizational Culture Guide This is an important book for consultants and managers who work with nonprofit organizations The Nonprofit Organizational Culture Guide lays out basic theory about how nonprofits come to be and how they operate and it demonstrates how important the concept of culture is to understanding this important sector of our society Edgar H Schein professor of management emeritus MIT Sloan School of Management This book is a must read for nonprofit executives The authors spell out the themes beliefs and assumptions that are unique to nonprofits regardless of their size or mission ultimately revealing how culture manifests itself in organizations Darryl A Jones Sr CEO Maryland Association of Nonprofit Organizations This is the book that the nonprofit community has needed for a long time The authors provide a compelling assessment tool that all organizations can use This book is essential to understanding how nonprofits work and why they do or do not achieve the outcomes and missions they set for themselves Flo Green vice president IdeaEncore Network Anyone who works in a group and relies on others to get things done will benefit from this book Readers will discover how the environment of an organization influences how decisions are made and ultimately how things get done Natalie Abatemarco director of North America community programs Citigroup Inc Every organization has culture recognized or not And that culture plays a powerful role in shaping the way people act within that context The insights frameworks and tools in this book will help people become more astute within their organizational cultures Brian Fraser lead provocateur Organization Jazzthink

Physicians as Leaders Mindi McKenna,Perry Pugno,2018-10-08 This practical work has clinical guidelines and advice on controlling symptoms as well as showing doctors and carers how to provide physical and psychological comfort It helps the clinician to develop a scientific approach to managing symptoms Making Culture Pay Jerry Haney,2001-09-01

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Management of Organizational Culture as a Stabilizer of Changes Ibrahim M. M. El Emary,Anna Brzozowska,Dagmara Bubel,2020-05-04 No enterprise today is proud of being unchanged Stability is understood more as a sign of stagnation than reliability and enterprises that do not change and do not evolve are commonly regarded as fossilized Increasing globalization processes often force today s enterprises to make organizational changes but the effectiveness of these processes relies on its organizational culture This book argues that the problem behind organizational culture is its multilevel structure including the visible and hidden levels It addresses difficult questions such as Is it better to make thorough but more painful changes or to gradually introduce small improvements It also demonstrates that organizational culture is not a fixed phenomenon its shaping takes place in stages and it is essential to take such stages into account in the process of implementing the strategy of an enterprise Providing a comprehensive insight into organizational culture and its relationship to change this book will be essential reading for professionals involved in business management and IT management throughout the world Its analyses and suggestions will allow for improved organizational culture and change management in business environments

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Creating a High-Performance Organizational Culture Based on Empirically Validated Frameworks Constantine Kontoghiorghes, Susan M. Awbrey, 2025-03-27 In today's competitive landscape culture is not just an asset it's a strategic imperative This groundbreaking book introduces the High Performance Organization HPO cultural framework an empirically validated model offering evidence based solutions for driving innovation optimizing talent management and enhancing organizational performance Designed for academics researchers HR professionals organizational leaders and consultants this book provides actionable insights grounded in rigorous research Discover how to fuel innovation and competitiveness by harnessing a strong culture to spark groundbreaking ideas and outpace competitors optimize talent management by attracting developing motivating and retaining top talent through a culture of excellence ethics and continuous improvement boost organizational performance by enhancing profitability quality productivity and adaptability in a dynamic environment elevate employee engagement by cultivating a culture built on mutual respect and integrity and maximize training ROI by transforming training programs into powerful performance drivers with lasting learning transfer and impact Drawing on robust empirical evidence this book is an indispensable resource for driving sustainable organizational change and total system optimization

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