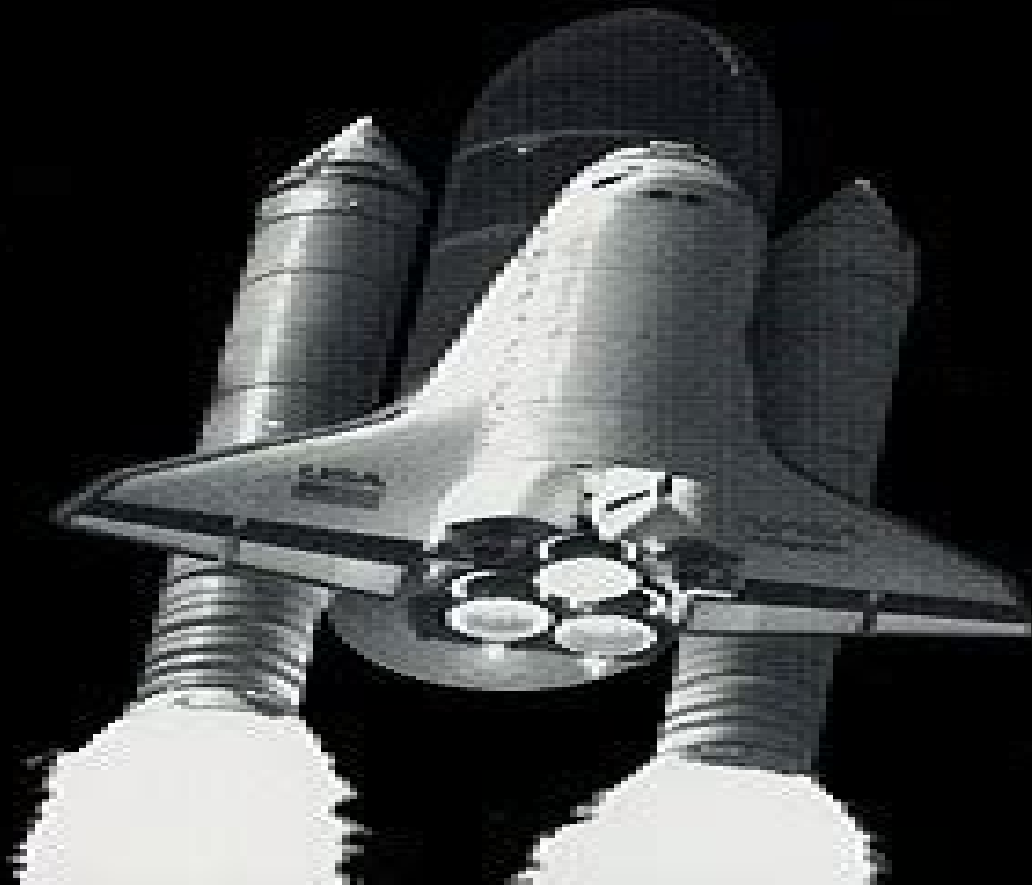


ORGANIZATIONAL COMMUNICATION IMPERATIVES

Lessons of the Space Program

Phillip K. Tompkins



Organizational Communication Imperatives Lessons Of The Space Program

Andrew J. Dunar, Stephen P. Waring



Organizational Communication Imperatives Lessons Of The Space Program:

Organizational Communication Imperatives Phillip K. Tompkins, 1993-01-15 *Organizational Communication Imperatives Lessons of the Space Program* by Phillip K Tompkins provides unparalleled insight into the communication successes and failures of NASA's Marshall Space Flight Center. It spans a 25 year period from the Apollo Program to the present day dilemmas of the space program. Much of the book focuses on communication problems involved in the Challenger disaster. Tompkins is a master of what Clifford Geertz called thick description. The result is a compelling, richly detailed case study that brings alive the field of communication to students. *Organizational Communication Imperatives* eases the job of teaching by providing students with a narrative that stimulates interest, contextualizes abstract principles, and leads students into theory with greater understanding. Through their study of the Marshall Center, students are exposed to how complex organizational structure changes over time, how employees are affected by these changes, how an organization may react to a major crisis, how an organization responds to different types of leadership, what it takes to bring an ailing organization back to health. The text thus provides a more comprehensive insight into the functioning of one organization rather than attempting to describe how all organizations function. This is offered in any other book of this type. Yet the analysis offered can be applied to any organization to improve communication. Tompkins's work as an organizational communication consultant to the Marshall Center during the Apollo Program under legendary German rocket scientist Wernher von Braun is well known. In 1990, Tompkins returned to Huntsville to interview top management and assess the Center's recovery since the Challenger disaster. The book takes the shape of a first person narrative which gives it an accessible, personal style rarely found in textbooks. Students will have no difficulty with comprehension. It is also unusual to present primary source findings in a classroom text as this book does. Students gain a sense of how original research is conducted as they use the book which encourages development of their critical thinking skills. Suggested questions for discussion and essays as well as class projects and exercises are included in an appendix to assist the instructor in using the book to maximum advantage. **The**

SAGE Handbook of Organizational Communication Linda L. Putnam, Dennis K. Mumby, 2013-11-04 *Organizational communication as a field of study has grown tremendously over the past thirty years. This growth is characterized by the development and application of communication perspectives to research on complex organizations in rapidly changing environments. Completely re-conceptualized, The SAGE Handbook of Organizational Communication, Third Edition is a landmark volume that weaves together the various threads of this interdisciplinary area of scholarship. This edition captures both the changing nature of the field with its explosion of theoretical perspectives and research agendas and the transformations that have occurred in organizational life with the emergence of new forms of work, globalization processes and changing organizational forms. Exploring organizations as complex and dynamic, the Handbook brings a communication lens to bear on multiple organizing processes.* **Origins and Traditions of Organizational Communication** Anne M.

Nicotera,2019-06-14 *Origins and Traditions of Organizational Communication* provides a sophisticated overview of the fundamentals of organizational communication as a field of study examining the field's foundations and providing an assessment of the field to date explaining and demonstrating a communicational approach to the study of organization. It provides a set of literature reviews on focused topics written by experts in each area and links organizational communication theory and research to practice. In reviewing foundational management theory the book analyzes how early to mid 20th century management theories shaped contemporary organizations providing students both with background knowledge of these foundational theories and an understanding of their influence on our thinking and our organizational world. Written at an accessible level for early graduate students yet still sophisticated enough for doctoral students the book is ideal for students and teachers of organizational communication and communication history. Downloadable ancillary materials include chapter PowerPoints and a set of instructors materials containing chapter abstracts glossaries discussion questions annotated supplementary readings lists and practitioners corners. Please visit www.routledge.com/9781138570313

Organizational Communication in an Age of Globalization George Cheney, Lars Thøger Christensen, Theodore E. Zorn, Jr., Shiv Ganesh, 2010-06-02 The thought provoking timely second edition continues to offer a comprehensive global perspective on organizational communication. The authors' multinational experience consulting and teaching expertise enthusiasm for their subject and engaging style of writing create an inviting foundation for the exploration of this multifaceted topic. Each chapter demonstrates the practicality of theory and how practice contributes to the development of theory while challenging readers to build on established knowledge to develop new approaches to the pressing problems in complex multicultural organizations. The text is organized topically around the most important issues in organizational communication. Five themes recur throughout the chapters: the interdependence of internal and external forms of organizational communication, the disciplinarity and multidisciplinarity of organizational communication, global and multicultural perspectives of organizational communication, the unity of theory and practice, and critical thinking in the analysis of organizational messages and discourses. Discussions highlight language and symbolism. The authors weave analysis of the multiple levels of messages throughout the chapters stimulate critical thinking about contemporary work and organizational life approach the familiar as unfamiliar ask probing questions about commonly accepted practices and offer more imaginative ways of working together. Readers gain an appreciation for the social political economic technological and ideological contexts in organizations and the place of organizations within the broader culture. The authors lead by example in encouraging readers to think about talk about and experience organizational communication in entirely new ways.

Reframing Difference in Organizational Communication Studies Dennis K. Mumby, 2011 This book explores theoretical frameworks and analytic tools that attempt to understand organizational processes and how they affect our working environments in all of their richness and complexity

Perspectives on Organizational Communication Steven

R. Corman, Marshall Scott Poole, 2000-11-08 This volume promotes constructive dialogue among the basic methodological positions in organizational communication today Three essays discuss the concept of common ground from interpretive post positivist and critical vantage points **Organizational Behavior and Public Management, Revised and Expanded**

Michael L. Vasu, Debra W. Stewart, G. David Garson, 2017-09-25 Organizational Behavior and Public Management reveals how organizational behavior enables managers to direct resources that advance the programs and policies of public and government This edition offers a public sector perspective of core topics such as communication decision making leadership management ethics motivation organizational change participation and performance appraisal Contemporary Psychology called this book skillful and comprehensive There is a need for a text like this the device of juxtaposing theory and application is a sound one The authors discuss such topics as communication decision making worker participation and total quality management organizational change management systems information computers and organization theory in public management Corporate Communications for Executives Michael B. Goodman, 1998-05-20 Communication becomes more complex as businesses compete in a global environment The complexity brought on by an explosion in the number of tools for communication computers digital media interactive corporate television faxes e mail the Internet fuels the need for a corporation to consider its communications as central to its strategic plans Corporate Communications for Executives looks closely at the professional practice of corporate communication It offers numerous perspectives on ethics science and society employee motivation corporate social responsibility internal communication global corporate communications and communicating corporate cultures **Managing Risk and Complexity through Open Communication and Teamwork**

Phillip K. Tompkins, 2015-06-15 Along with increased complexities in work and life in general in the twenty first century come new and dangerous risks to workers customers and the general public Drawing on decades of experience as a researcher and consultant for a range of organizations and individuals in high risk domains the author of this book presents a powerful theory of open communication and teamwork This unites a range of communication practices and principles that have proven to combat risk and complexity in organizations The book initially focuses on NASA an organization that experiences and engages with high complexity and risk daily As a participant observer in the Apollo program the author witnessed pioneering communication practices that for example empowered engineers with automatic responsibility for any technical problem they perceived It was partly the failure to follow such protocols that resulted in the catastrophes experienced in the Challenger and Columbia tragedies as the author shows Using the lessons learned from the space program the book then explores complexity and risk in medicine aviation the fighting of forest fires and homelessness again consistently finding communication practices that worked and did not work Based on detailed research conducted over several decades the book presents a unified theory linked to generally applicable communication practices Case studies include the results of an international experiment of surgery conducted in ten countries that produced a highly significant reduction of deaths and

infections in Africa India and other parts of the world to the creation of innovative communication practices that significantly reduced risks in the US aviation industry **The Work and Workings of Human Communication** Robert E.

Sanders,2021-03-02 Discover the fundamentals of human communication with this comprehensive and insightful resource Written in four sections The Work and Workings of Human Communication identifies the underlying fundamentals that make our communication distinctively human These fundamentals are the common ground that tie together the many topics and subject matters covered by the study and discipline of communication They are also the basis of the unique contribution of the communication discipline to the social sciences Professor researcher and theorist Robert E Sanders starts by focusing on what is unique about human communication and moves on to an examination of the complexities of scientific inquiry in the social sciences in general and in the communication discipline specifically At the heart of the matter is the fact that humans are thinking beings who can make choices and therefore are not entirely predictable This points towards new topics and questions that are likely to arise as the discipline evolves Sanders approach leads to recognition of the fact that communication is at the center of how humans build our ways of life and participate together By focusing on the underlying fundamentals that give rise to the discipline s topics and subject areas The Work and Workings of Human Communication encourages students to engage in independent thought about what they want to contribute by Emphasizing the importance of communication in creating sustaining or changing and participating in our ways of life on an interpersonal level and on a societal level Recognizing that human communication is inherently collaborative people affect situations by interacting with others not acting on others Explaining the history current agendas and possible future of the social science side of the Communication discipline A perfect resource for new graduate students in introductory communication courses who have an interest in the social science side of the discipline The Work and Workings of Human Communication is also highly valuable for undergraduate communication and liberal arts students who don t possess a background in the discipline

Organizational Report Cards William T. Gormley Jr.,David L. Weimer,1999-03 In recent years consumers professional organizations government officials and third party payers have become increasingly concerned about how to assess the quality of the services provided by organizations in both the private and the public sectors One new approach is the organizational report card which compares the performance of organizations such as public schools colleges hospitals and HMOs This book offers the first comprehensive study of such instruments It discusses the circumstances under which they are desirable alternatives to other policy instruments such as regulation how they should be designed who is likely to use them and for what purpose and what role if any government should have in their creation Informed by cases drawn from education health and other policy areas this book develops a conceptual framework for analyzing these issues It explores the tradeoffs in measuring performance the methods of communicating results effectively to mass and elite audiences and the ways in which organizations respond to the data gathered **An Integrated Approach to Communication Theory and**

Research Don W. Stacks, Michael B. Salwen, 2014-04-08 This volume provides an overview of communication study offering theoretical coverage of the broad scope of communication study as well as integrating theory with research To explicate the integration process the chapter contributors experts in their respective areas offer samples in the form of hypothetical studies published studies or unpublished research showing how theory and research are integrated in their particular fields The book will appeal to graduate students and faculty members who want a thorough overview of not only the field but also sample research stemming from its various component parts

Von Braun Michael Neufeld, 2017-04-12 Curator and space historian at the Smithsonian's National Air and Space Museum delivers a brilliantly nuanced biography of controversial space pioneer Wernher von Braun Chief rocket engineer of the Third Reich and one of the fathers of the U S space program Wernher von Braun is a source of consistent fascination Glorified as a visionary and vilified as a war criminal he was a man of profound moral complexities whose intelligence and charisma were coupled with an enormous and some would say blinding ambition Based on new sources Neufeld's biography delivers a meticulously researched and authoritative portrait of the creator of the V 2 rocket and his times detailing how he was a man caught between morality and progress between his dreams of the heavens and the earthbound realities of his life

Communication and Political Change Henner Barthel, 2004 Der Band enthält Vorträge die beim International Colloquium on Communication Berlin 2002 gehalten wurden Das Konferenzthema Communication and Political Change bot die Gelegenheit die Beziehung zwischen Kommunikation und politischem Wandel unter Einbeziehung historischer kultureller und sozialer Kontexte zu analysieren Der englischsprachige Band wendet sich damit an Fachleute aus den Gebieten Anthropologie und Philosophie Ethno und Politikwissenschaft Pädagogik Psychologie und Soziologie Kommunikationstheorie Medienpädagogik und Sprechwissenschaft

Navigating Organizations Through the 21st Century A Metaphor for Leadership Robert A. Wohl, JD and Louis J. Wolter, 2011-02-02 Leadership needs to go beyond what one does to achieve a particular goal or objective financial or otherwise or what one does to direct others to achieve them To effectively lead an organization today you must be like the navigators of old watching for ever changing winds and keeping an eye on the compass while you look out for shoals yet always recognizing you're a part of the crew How do you become such a person

Power to Explore Andrew J. Dunar, Stephen P. Waring, 1999 This scholarly study of NASA's Marshall Space Flight Center places the institution in social political scientific and technological context It traces the evolution of Marshall located in Huntsville Alabama from its origins as an Army missile development organization to its status in 1990 as one of the most diversified of NASA's field Centers Chapters discuss military rocketry programs in Germany and the United States Apollo Saturn Skylab Space Shuttle Spacelab the Space Station and various scientific and technical projects including the Hubble Space Telescope It sheds light not only on the history of space technology science and exploration but also on the Cold War federal politics and complex organizations

The Politics of Space Eligar Sadeh, 2010-11 This title provides a concise guide to the way in which politics and space exploration

interact *The Secret of Apollo* Stephen B. Johnson, 2003-04-29 Skillfully interweaving technical details and fascinating personalities Johnson tells the history of systems management in the U S and Europe Howard McCurdy author of *Space and the American Imagination* Winner of the Emme Award for Astronautical Literature from the American Astronautical Society How does one go about organizing something as complicated as a strategic missile or space exploration program Stephen B Johnson here explores the answer systems management in a groundbreaking study that involves Air Force planners scientists technical specialists and eventually bureaucrats Taking a comparative approach Johnson focuses on the theory or intellectual history of systems engineering as such its origins in the Air Force s Cold War ICBM efforts and its migration to not only NASA but the European Space Agency Exploring the history and politics of aerospace development and weapons procurement Johnson examines how scientists and engineers created the systems management process to coordinate large scale technology development and how managers and military officers gained control of that process Those funding the race demanded results Johnson explains In response development organizations created what few expected and what even fewer wanted a bureaucracy for innovation To begin to understand this apparent contradiction in terms we must first understand the exacting nature of space technologies and the concerns of those who create them Johnson s in depth nuts and bolts manual sheds much light on a seldom studied secret of our recent space history *Space Review* A book for general readers interested in business and management issues in the space program Choice

The Theory and Practice of Corporate Communication Alan T. Belasen, 2008 Corporate communication is a dynamic interplay of complementary and often competing orientations This book offers a coherent integrative approach by examining the topic and tasks from the framework of the competing values perspective

Origins, Traditions, and Trends of Organizational Communication Anne M. Nicotera, 2025-09-30 The second edition of *Origins Traditions and Trends of Organizational Communication* provides an updated overview of organizational communication assessing the field to date and demonstrating a communicational approach to the study of organization Tracing the field s history and development to the present this edition is framed by the recent anti racist decolonial turn in the field offering a set of conceptual structures and vocabularies to facilitate appreciation of the field s literature grounded in an understanding of its biases It again provides students with background knowledge of foundational management theories in order to understand their influence on our thinking and our organizational world Literature reviews on focused topics written by experts link organizational communication theory and research to practice This edition is an ideal text for graduate courses in organizational communication and communication history Online support materials for instructors include an instructor s manual with key discussion questions and suggested activities Access the support materials at www.routledge.com/9781032775388

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