

PERSON-CENTERED LEADERSHIP

*An American Approach to
Participatory Management*



JEANNE M. PLAS

Person Centered Leadership An American Approach To Participatory Management

Rosina Ehmann



Person Centered Leadership An American Approach To Participatory Management:

Person-Centered Leadership Jeanne M. Plas, 1996-04-11 From the Business Community Person Centered Leadership builds on that foundation of caring for every individual in the organization and takes it to the next level It features engaging people first team result anecdotes from a variety of American companies and straightforward how tos for becoming the kind of leader not just business that people love to work for and be associated with We ll use it as a discussion for one of our upcoming staff get togethers Michael A Fisher Premier Manufacturing Support Services Dr Plas s book provides insights into aspects of human behavior that enhance effective management skills She affirms that respecting employees as individuals with unique talents and needs within the workplace creates a productive atmosphere that results in happier people and higher profits This book is now required reading for everyone in our firm who manages people I totally agree with Dr Plas s conclusions about competent leadership and its positive impact on all aspects of the individual and the company Bill W Shoptaw Shoptaw James Inc From the Academic Community I found particularly interesting the insightful comment that past teamwork and TQM efforts are flawed because they have not rewarded individuals This suggests a new form of team with individual recognition and elaborated roles for members The key ideas of related individualism authenticity and acceptance of strength and weakness provide guidelines for transforming organizations There are three chapter long case studies and a number of shorter examples that add much interest to the book I would recommend the reader to look at the person centered principles that accompany the three chapter long cases in the second part of the book and the actions hints and cautions sections in the boxes in Chapter 13 I found the ideas to be well presented and insightful and the case studies to be rich and interesting I think the practical suggestions in the final chapter will be helpful to managers who try to apply the book s recommendations for change Joseph Seltzer Department of Management La Salle University Why hasn t TQM total quality management worked as well in the U S as it has elsewhere In the United States employees seem to prefer recognition of individual achievement over recognition of the work team Could the American cultural emphasis on the individual be a crucial factor This engagingly written textbook demonstrates that the recent participatory management failures are the result of a lack of appreciation for the cultural role of rugged individualism Offering an alternative person centered leadership which puts the individual at the very center of the management approach author Jeanne M Plas demonstrates effective psychology based person centered management techniques using contemporary examples many of them drawn from her research and consulting work with successful U S businesses and CEOs Topics include A historical overview of the relationship of the individual to the corporation The response of new leaders to the problem of rapid technological and social change that outpaces the development of cultural attitudes Illustrations of a variety of person centered leadership approaches that fit different companies and different managerial styles Specific strategies that leaders and managers can use to bring out the best in themselves their associates and their organizations **Person-Centered Leadership for**

Nonprofit Organizations Jeanne M. Plas, Susan E. Lewis, 2001 This book is unique because it presents a case study account of an award winning non profit organization that has implemented a powerful participatory management approach and demonstrates in a convincing way what the benefits of it can be for staff as well as clients Person-Centred Teams Helen Sanderson, Mary Beth Lepkowsky, 2014-02-21 This practical guide provides much needed guidance on person centred working following the roll out of personalisation and personal budgets across health and social care Straightforward and easy to read it describes how to develop person centred teams in health social care education and voluntary sector settings

Religion and the Workplace Douglas A. Hicks, 2003-10-30 Table of contents **The Quick Theory Reference Guide** Karin Jordan, 2007 Since the beginning of the concepts of family therapy mental health professionals have known that the family the system is a powerful source of support for change or a powerful force for resistance to change Some professionals work with individuals some with families and some with groups However all work with the context of the systems family group community country etc Students especially beginning students are overwhelmed and confused at the variety of approaches to working with clients Many programs introduce students to individual as well as systems concepts in the course of training Students need assistance in learning this variety of theories They need to be able to compare and contrast theories and techniques to determine when and where to utilise the best skills in order to facilitate client change Dr Karin Jordan has compiled a comprehensive text that enables the students to discover each theory as it is presented in its purist form The text is accessible yet the content provides comprehensive knowledge of each theory Dr Jordan has brought together the master educators and clinicians in our fields to write about their particular expertise Creating Person-Centred Organisations Stephen Stirk, Helen Sanderson, 2012-07-15 A guide for charities and private sector organisations in health and social care on how to become a person centred organisation which provides strategies and tools rooted in experience

Leadership Resources Center for Creative Leadership, Greensboro, NC., 2000 This guide provides over 300 pages of resources suggested by leadership educators in surveys Center for Creative Leadership staff and search of library resources This eighth edition is half new including web sites and listserv discussion groups and it places a stronger focus on meeting the needs of human resources professionals and corporate trainers An annotated bibliography groups leadership materials in several broad categories overview in context history biography and literature competencies research theories and models training and development social global and diversity issues team leadership and organizational leadership 180 pages Includes annotated lists of journals and newsletters 9 pages instruments 21 pages exercises 41 pages instrument and exercise vendors 5 pages videos 29 pages video distributors 4 pages web sites 6 pages organizations 21 pages and conferences 9 pages Contains a 66 page index of all resources TEJ **The Techniques of Inner Leadership** Gilbert W. Fairholm, 2003-10-30 Leadership is fundamentally different from management but traditional leadership skills were based on an ill fitting management oriented model When leadership is recognized as a discrete professional specialty new techniques

and methods are needed to operationalize the new values based theories In addition to distinguishing leadership from management this book distinguishes inner leadership practiced by those in the middle ranks from leadership as practiced by the CEO Inner leadership is an applied complex of specialized knowledge theory skills attitudes and attributes used to make things happen in the lives and behavior of other community members The leader s goal is to cause followers to accept the leader s values e g his or her standards of what are acceptable goals behavior and overall conduct as their own It is an intimate personal life transforming task that resolves itself into a set of discrete techniques sets of attitudes actions and intentions that distinguish leaders from managers or other corporate workers The special focus of the 21 leadership techniques presented here is on those unique methods of group interaction that characterize leadership activities in the middle of the corporation These techniques represent a substantial body of inner leadership practice that differentiates leadership from all other group roles and functions

Organizational Power Politics Gilbert W. Fairholm, 2009-08-25 This updated edition of the award winning volume is a contemporary guidebook for understanding and using personal power in organizational settings of all kinds In 1993 when it named the first edition of Organizational Power Politics Tactics in Organizational Leadership an Outstanding Academic Book Choice said It contributes to the analysis and discussion of an issue that has as yet not received adequate attention Now this acclaimed book returns in a fully updated new edition that gives readers proven strategies for using power to achieve personal and group objectives in all kinds of contexts work social religious military and more Based on extensive research Organizational Power Politics looks at important underlying theories about the use of interpersonal power as well as examples of successful operational approaches in the workplace and elsewhere At its heart are 22 specific power tactics applicable to a wide range of organizations and situations complete with activities self evaluations and discussion questions that will help anyone sharpen their power skills This edition features two new chapters one that looks at multinational organizations and one focusing on the middle layers of large scale organizations

The New Public Service Janet V Denhardt, Robert B. Denhardt, 2016-09-16 This widely praised work provides a framework for the many voices calling for the reaffirmation of democratic values citizenship and service in the public interest The expanded edition includes an all new chapter that addresses the practical issues of applying these ideals in actual real life situations The New Public Service Expanded Edition is organized around a set of seven core principles serve citizens not customers seek the public interest value citizenship and public service above entrepreneurship think strategically act democratically recognize that accountability isn t simple serve rather than steer and value people not just productivity The book asks us to think carefully and critically about what public service is why it is important and what values ought to guide what we do and how we do it It celebrates what is distinctive important and meaningful about public service and considers how we might better live up to those ideals and values All students and serious practitioners in public administration and public policy should read this book While debates about public policy issues will surely continue this compact clearly written

volume provides an important framework for public service based on and fully integrated with citizen discourse and the public interest Routledge Library Editions: Higher Education Various,2021-03-29 The volumes in this set originally published between 1964 and 2002 draw together research by leading academics in the area of higher education and provide a rigorous examination of related key issues The volume examines the concepts of learning teaching student experience and administration in relation to the higher education through the areas of business sociology education reforms government educational policy business and religion whilst also exploring the general principles and practices of higher education in various countries This set will be of particular interest to students and practitioners of education politics and sociology

The Affirmation Principle Bernard M. Curtis, Ed.D,2012-11 Take a look in any bookstore whether on line or brick and mortar and you will find dozens even hundreds of books on leadership But the focus of most of these books will be on the mechanics of leading But leadership is more than the act of leading Leadership is about the quality of relationships and influence In *The Affirmation Principle* Dr Bernard Curtis advances the proposition that organizations can bring out the best in people and achieve extraordinary success by understanding how to lead and care for the human spirit Dr Curtis begins by presenting the business case for the importance of organizations to understand the benefits of valuing people In part one he explores the unstated contract between employees and employers describes what organizations must do to connect with their people and challenges leaders to have the courage to change In part two he shares a new concept and model of leadership based on human affirming behaviors and sound humane principles In part three Dr Curtis shows how leaders value to the organization can be measured how they can become more accountable and what they can do to bring out the best in their people *The Affirmation Principle* offers some keen insights into the leader follower relationship This book provides some new tools to help the serious leader take their leadership thinking and skills to the next level *Action Research: The Challenges of Understanding and Changing Practice* Andrew Townsend,2013-02-16 How can practice be understood and developed What part can action research play in that process What principles lie at the heart of action research and how can they be adopted How can action research bring about democratic and collaborative changes to practice These and other questions are answered in this book which offers both a practical step by step guide to action research and an examination of the underlying principles and challenges Action research as an approach aims to generate knowledge and achieve principled change This book explores the overarching features and a variety of models of action research to provide advice guidance and support on its conduct and to identify challenges that may arise with a focus on understanding and changing practice as a result Throughout the book examples of action research illustrate each of the stages of action research so that you can see how action research has been conducted and applied in practice and how this relates to the principles and practices of action research discussed in the book Conducting action research can present a number of challenges This book includes reflection points on the challenges posed as well as advice on how these challenges may be addressed in order to achieve embedded

and sustainable change The book to recommend to your students to help them understand how action research has developed as a form of inquiry and support them to plan their own studies Professor Mark Hadfield Director Centre for Developmental and Applied Research in Education University of Wolverhampton UK This book fully embraces the glorious and challenging diversity of action research and is essential reading for anyone interested in undertaking any form of educational research Ian Abbott Director Institute of Education University of Warwick UK This refreshing new book will prove invaluable to teachers embarking on Masters level Action Research studies It will help teachers to redefine their practices and to confidently establish themselves as principled and professional teacher researchers Dr Andy Convery University of Sunderland UK This book is a rich and useful text both for those wanting to explore the practice of action research and the key ideas underpinning it as an approach Andrew Townsend brings much experience as a researcher thinker and developer of action research in educational settings to this book Professor Colleen McLaughlin University of Cambridge moving to Sussex I have recommended this book for practitioners on the action research programme we carry out It is much more than a how to guide it raises the fundamental questions about the nature of action research Mick Hammond University of Warwick UK

Handbook of Organizational Culture and Climate Neal M. Ashkanasy, Celeste P M Wilderom, Mark F. Peterson, 2000 The Handbook of Organizational Culture and Climate provides an overview of current research theory and practice in this expanding field The editorial team and the authors come from diverse professional and geographical backgrounds and provide an unprecedented coverage of topics relating to both culture and climate of modern organizations Well known editors Neal Ashkanasy Celeste P M Wilderom and Mark F Peterson lend a truly international perspective to what is the single most comprehensive and up to date source on the growing field of organizational culture and climate In addition the Handbook opens with a foreword by Andrew Pettigrew and two provocative commentaries by Ben Schneider and Edgar Schein and concludes with an invaluable set of combined references Publisher *Communication Yearbook 21* Michael Roloff, 2012-03-22 *Communication Yearbook 21* reflects the rich diversity of the field of communication both in terms of content areas and methods The topics of the eleven reviews range from interpersonal influence to media practices and effects The authors address issues such as organizational democracy and change intercultural negotiation journalism and broadcasting practices the management off crisis and the relationship between media and the presidency The volume was originally published in 1998 In addressing these issues narratives historical accounts and meta analytic techniques are employed

Growing Pains Walter Wehrmeyer, Yacob Mulugetta, 2017-10-19 Environmental management is a global phenomenon embracing all businesses in all countries whether or not there already exists an organised response to managing environmental impacts Today there are gross inequalities between the world s richest and poorest nations in terms of income distribution consumption patterns access to resources and environmental impact Yet both the developed north and the developing south are committed at least in words to achieving sustainable development Public awareness of

environmental issues in the North has been rising in recent years and further degradation is now largely minimized through more stringent regulatory regimes voluntary agreements and growing consumer and stakeholder pressure on corporations Still the north is continuing to lead an environmentally unsustainable lifestyle as environmental improvements are nullified by overall increases in consumption levels In the south a billion people still do not have access to the most basic needs Poor countries need to accelerate their consumption growth if they are to ensure that the lives of their people are enriched However with rapid economic growth and corresponding increases in consumption now under way their environmental impact is soon to become substantially greater In a world that strives towards stemming global crises such as climate change the path already taken by the rich and high growth economies over the past century cannot be repeated by the south if the desired objective is to create a future that is truly sustainable Growing Pains examines environmental management in the south from a number of perspectives It is designed to stimulate the discussion about the role that corporations and national and international organizations play in sustainable development It does not offer panaceas as each country has its own problems and opportunities and after almost 50 years of failed panacea oriented economic development policy transfer from the north to the south it is time to abandon hope for universal solutions and instead look to individual approaches that work The book is divided into five themes globalization the role of business a focus on national strategies trade and the environment and the organizational and structural challenges of sustainable development With contributions from an outstanding collection of authors in both the developed and developing worlds including UNIDO the Thailand Environment Institute Arthur D Little Inc Shell Peru IUCN the Russian Academy of Sciences and IIED this important and unique new book presents a body of work that will provide essential reading for businesses working in developing countries environmental and developmental NGOs and researchers engaged in the debate and sharing of best practice in this increasingly critical subject area

Workplace Bullying and Mobbing in the United States Maureen Duffy, David C. Yamada, 2018-01-04 Offering multidisciplinary research and analysis on workplace bullying and mobbing this two volume set explores the prevalence of these behaviors in sectors ranging from K 12 education to corporate environments and exposes their effects on both individuals and organizations Workplace Bullying and Mobbing in the United States provides a comprehensive overview of the nature and scope of the problem of workplace bullying and mobbing By tapping the knowledge of a breadth of subject experts and interpreting contemporary survey data this resource examines the impact of bullying and mobbing on targets identifies what constitutes effective prevention and intervention surveys the legal landscape for addressing the problem from both American and for multinational employers transnational perspectives and provides an analysis of key employment sectors with practical recommendations for prevention and amelioration of these behaviors The contributors to this outstanding work include researchers practitioners and policy and subject matter experts who are widely recognized as authorities on workplace bullying and mobbing including Drs Gary and Ruth Namie cofounders of the U S workplace anti

bullying movement Drs Maureen Duffy and Len Sperry internationally recognized authorities on workplace mobbing and professor David Yamada leading expert on the legal aspects of workplace bullying The set s content will be of particular value to scholars and practitioners in disciplines that overlap with American labor and employee relations industrial organizational psychology and mental health and law and conflict resolution The New Public Service Janet Vinzant Denhardt,Robert B. Denhardt,2011-03-16 This widely praised book is built around seven core principles that provide a framework for the many voices calling for the reaffirmation of democratic values citizenship and service in the public interest This edition includes a brand new chapter that provides action recommendations for putting these values into practice as well as current examples of how these ideas have been put to use in the real world Realizing Qualitative Research into Higher Education Craig Prichard,Paul Trowler,2018-10-10 Originally published in 2003 Realizing Qualitative Research into Higher Education looks at how qualitative research in broad terms confronts the question of the researcher s involvement in the production of knowledge However the method adopted even in highly positivist qualitative work has a history that bears on the research This volume provides examples of engaging research work outlining the key research process and examining the links between this and the final report *Employee Relations International* ,1997

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