



Reframing Organizational Culture

edited by

*Peter J. Frost • Larry F. Moore • Meryl Reis Louis
Craig C. Lundberg • Joanne Martin*



Reframing Organizational Culture

Mats Alvesson



Reframing Organizational Culture:

Reframing Organizational Culture Peter J. Frost, Larry F. Moore, Meryl Reis Louis, Craig C. Lundberg, Joanne Martin, 1991-08-07 With this follow up to *Organizational Culture* Sage 1985 the editors continue their study of the interaction between investigation and the subject of inquiry The editors have included a variety of frames as tools that allow readers to examine any empirical piece on organizational culture on its own merits as good research while at the same time permit viewing it from other perspectives as well Combined with a unique emphasis on process this volume also includes reflections from the editors pointing out their values biases beliefs perceptions and experiences in research and lending a human dimension to the research process

Reframing Organizations Lee G. Bolman, Terrence E. Deal, 2003-08-27 Authors Lee Bolman and Terrence Deal explain how to use the powerful tool of reframing deliberately looking at situations from more than one vantage point to bring order out of confusion and to build high performing responsive organizations

Reframing Organizations Lee G. Bolman, Terrence E. Deal, 2014-02-04

Organizational Culture Joanne Martin, 2001-08-21

Organizational Culture provides a sweeping interdisciplinary overview of the organizational culture literature showing how and why researchers have disagreed about such fundamental questions as What is organizational culture What are the major theoretical perspectives used to understand cultures in organizations How can a researcher decipher the political interests inherent in research that claims to be political neutral merely descriptive Expert author Joanne Martin examines a variety of conflicting ways to study cultures in organizations including different theoretical orientations political ideologies managerial critical and apparently neutral methods qualitative quantitative and hybrid approaches and styles of writing about culture ranging from traditional to postmodern and experimental In addition she offers a guide for those who might want to study culture themselves addressing such issues as What qualitative quantitative and hybrid methods can be used to study culture What standards are used when reviewers evaluate these various types of research What innovative ways of writing about culture have been introduced And finally what are the most important unanswered questions for future organizational culture researchers Intended for graduate students and established scholars who need to understand value and utilize highly divergent approaches to the study of culture The book will also be useful for researchers who do not study culture but who are interested in the ways political interests affect scholarly writing the ways critical and managerial approaches to theory differ the use and justification of qualitative methods in domains where quantitative methods are the norm

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

Organizational Culture and Identity Martin Parker, 2000-01-28 Organizational Culture and Identity discusses the literature concerned with culture in organizations and explains why the term has been invoked with such enthusiasm Martin Parker presents further ways of thinking about organizations and culture which suggest that organizational cultures should be seen as fragmented unities in which members identify themselves as collective at some times and divided at others

Understanding Organizational Culture Mats Alvesson, 2002-03-29 The concept of culture is a key issue within management and organization studies Understanding Organizational Culture provides a useful and comprehensive guide to understanding organizational culture from a range of angles contexts and sectors The book answers questions of definition explores alternative perspectives and expands on substantive issues such as leadership and change before discussing key issues of research and providing a new framework for this topic Mats Alvesson synthesizes for students the advances in the field of organizational culture drawing upon the range of relevant literature within Organization Studies The author also uses examples to develop and illustrate ideas on how cultural

Key Concepts in Sport Management Dr. Terri Byers, Trevor Slack, Milena Parent, 2012-08-16 An accessible and different guide for students and practitioners alike I'm sure that it will become a standard reference text for sports management Peter Taylor Sport Industry Research Centre Sheffield Hallam University A must have introductory reference guide for graduate and undergraduate sport management students Paul M Pedersen Indiana University Provides students practitioners and researchers in the field of sport management with a valuable compilation of sensitizing concepts definitions

and interesting references Michel van Slobbe European Sport Management Quarterly Sharp clear and relevant this book meets the needs of those studying and researching within the growing discipline of sport management The intelligently cross referenced entries provide a concise overview of the key concepts in the field guiding you through the important debates sources and research methods in the management and delivery of sport The book introduces readers to the concepts at the centre of their studies it suggests relevant further reading and thoughts for future research and applies academic theory to business and organizational problems in a real world context Written for students academics and practitioners the entries are designed to meet study needs and include Clear definitions Comprehensive examples Practical applications Effective research methods

Handbook of Organizational Culture and Climate Neal M. Ashkanasy, Celeste P M Wilderom, Mark F. Peterson, 2000-06-28 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 **Gender,**

Symbolism and Organizational Cultures Professor Silvia Gherardi, 1995-09-07 The symbolic order of gender in organizations how gender relations are culturally and discursively produced and reproduced and how they might be done differently are explored in this book Silvia Gherardi focuses on the relationship between gender power and culture in organizations and on the need to come to grips with the pervasive elusive and ambiguous nature of gender in work settings She introduces two key metaphors The first is of the sexual contract which centres on the sexuality of organizations and static gender difference The second of the alchemic wedding highlights a plurality of cultural models of femaleness and of women work relationships and processes of dynamic difference transformation and transcendence Gherardi continues her examination of the construction of gender relations in the workplace through a series of rich and illuminating stories which also draw on various symbolic archetypes as powerful forms of cultural expression The final section of the book looks at possibilities for change developing in particular a concept of different forms of gender citizenship of organizations

Organizational Cultures of Remembrance Daniel Mai, 2015-05-19 In a business world predominantly oriented toward the future it has paradoxically become ever more common that companies turn towards their pasts This book empirically explores the phenomenon of organizational remembrance from a holistic cultural perspective Based on a twelve month ethnographic case study conducted at the headquarters of the German automobile company AUDI AG this study dissects the relationships between memory identity and image in a corporate setting The greater aim in doing so is twofold First this

study examines exactly why and how a company officially manages its past in terms of history and tradition And second this study scrutinizes what effect organizational remembrance has on the workforce how it impacts their collective identification with a corporate community and influences their understanding of their daily working life By investigating the interplay between different stakeholder groups as well as their practices media mental models and other vehicles of remembrance an integrated account is offered which makes sense of the complex cultural forces at work in the corporate handling of the past the present and the future

Organizational Behavior for School Leadership Leslie S. Kaplan, William A. Owings, 2017-05-12

Organizational Behavior for School Leadership provides a theoretical and practical framework to help emerging leaders build the mental models they need to be effective Presenting traditional modern and contemporary perspectives each chapter offers opportunities for readers to reflect on the ideas and apply their leadership perspective and skills to their own work settings In this way this important book helps graduate students in educational leadership understand organizational situations and circumstances an essential step in making appropriate decisions about people school operations and the community that generate improved student and teacher outcomes Special features include Guiding questions chapter openers to initiate student thinking Case studies and companion rubrics engage students in applying content to real life school scenarios with guiding rubrics to help think through answers Reflections and relevance interactive learning activities simulations and graphic assignments deepen readers understanding PSEL Standards each chapter aligns with the 2015 Professional Standards for Educational Leaders Companion website includes case studies and rubrics supplementary materials additional readings and PowerPoint slides for instructors

Studying Organization Stewart R Clegg, Cynthia Hardy, 1999-04-29

In response to the needs of lecturers the acclaimed Handbook of Organization Studies has been made available as two major paperback textbooks In this the first of a two volume paperback edition of the landmark Handbook of Organization Studies editors Stewart Clegg and Cynthia Hardy survey the field of organization studies Studying Organization is an ideal textbook around which to build courses on organization theory and research methodology Central to the enterprise has been a concern to reflect and honour the manifest diversity of the field including recognition of the extent to which the very notion of a single field of organization studies is debated Part One locates the study of organization by reviewing some of the most significant theoretical paradigms to have shaped our understanding The second part reflects on the relationships between theory and research in organization studies

Organisational Culture: Concept, Context, And Measurement (In Two Volumes) Elizabeth Kummerow, Neil Kirby, 2013-09-12

In 1989 the prominent organisational culture scholar Stephen Ott lamented what he saw as the failure of the organisational culture perspective to have the kind of lasting influence whether empirical or in terms of its contribution to practice that had been hoped for In attempting to explain this state of affairs Ott observed that Some of the most important unanswered questions are methodological and without methodological advancement the perspective will not achieve maturity The situation today more than two decades after Ott

voiced these concerns is that academics researchers and practitioners alike continue to struggle with the question of how best to decipher and measure an organisation's culture. **Organisational Culture: Concept, Context and Measurement** In Two Volumes aims to encourage an agenda for organisational culture research that gives a renewed emphasis to methodological issues. In pursuit of this aim, consideration is given to both conceptual questions and questions of measurement. In Volume I of the book, the main focus is on the concept of organisational culture. Based on an analysis and critique of existing treatments as well as a comparison of organisational culture with a number of closely related concepts, consideration is given to how the concept might usefully be elaborated and further refined. In Volume II of the book, the focus is on methodological issues. Drawing on the findings of a series of empirical studies conducted over a number of years, consideration is given to what would be required to develop a measure for organisational culture that is practically useful and also capable of accessing culture at its deepest and arguably most influential yet most elusive level. In particular, an approach is advocated that seeks to contextualise organisational culture in terms of various time and experience domains and that also promotes the use of attributions analysis as a means whereby to further understand culture at this level. A valuable resource for scholars and practitioners alike, the book provides readers who are interested in understanding the role and influence of culture in organisations with a comprehensive analysis of the development and application of the organisational culture concept. For readers who are interested in conducting research into the measurement and practical application of organisational culture, the book provides a methodological approach that can be used to guide their research.

Healthcare Performance and Organisational Culture Tim Scott, 2003. Aimed at healthcare managers and clinicians with management responsibilities, policy makers and healthcare academics, this book examines the evidence for relationships between organizational culture and performance with practical tools to measure these factors.

Cultures in Organizations Joanne Martin, 1992-12-03

Assessment, Evaluation, Improvement: Success through Corporate Culture Sonja Sackmann, 2010-07-30. This report by Prof Dr Sonja Sackmann, University of Bw Munich, provides an overview of state-of-the-art knowledge with regard to the link between corporate culture and performance as well as approaches that have been used to assess and measure culture in organizations. It discusses different understandings of culture and how they lead to different ways of assessing it. Current methods of culture assessment are compared. The comparison is arranged according to the respective focus on the cultural layer of analyses, e.g. norms, values, beliefs, and assumptions, the origin of dimensions, and the purpose of assessment. Most of these approaches are single-method instruments. Along with multiple-method approaches, they are described and discussed individually, followed by a short assessment of their strengths and weaknesses. In addition, the report provides a more general evaluation of issues related to the assessment of culture and its link to performance as well as the most promising approaches. These considerations lead to recommendations for the assessment of corporate culture with links to performance.

Stanford's Organization Theory Renaissance, 1970-2000 Frank Dobbin, Claudia Bird

Schoonhoven,2010-04-09 Between 1970 and 2000 Stanford University enabled and supported an interdisciplinary community of organizations training research and theory building This title summarizes the contributions of the main paradigms that emerged at Stanford in those three decades and describes the sociological conditions under which this environment came about

The New Handbook of Organizational Communication Fredric M. Jablin,Linda L. Putnam,2001 Praise for the First Edition I recommend this book to anyone who is seriously interested in organizational communication It is a unique and outstanding work Researchers in the area will find this work extremely pertinent to their activities Journal of Applied Systems Analysis The Handbook of Organizational Communication like the original is a landmark in the field of organizational communication The handbook provides a more up to date analysis of the latest advances in this exciting field It assists in establishing a clear identity of this discipline that has grown tremendously over the latter part of the century The contributors pioneers in the field provide a more multidisciplinary perspective drawing equally from the fields of organizational behaviour management studies and communication An essential resource for researchers teachers professionals and advanced students in organizational communication management organizational behaviour and organizational studies this handbook provides An historial overview of organizational communication as a discipline More than half the chapters explore topics not included in the original handbook Part 1 examines methodological issues as well as theoretical ones including quantitative and qualitative research methods and language discourse analysis Each chapter not only reviews and updates research in its respective area but also included discussions of research and theory from around the world

Sociology of Organizations Mary Godwyn,Jody Hoffer Gittel,2012 A collection of both classic and contemporary studies of organizations that is designed around competing theoretical frameworks this book examines organizations with attention to structure and objectives interactions among members and among organizations the relationship between the organization and its environment and the social significance or social meaning of the organization

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