



# Management & Language

David Holman and Richard Thorpe

# Management And Language The Manager As A Practical Author

**François Cooren, Peter Stücheli-  
Herlach**



## **Management And Language The Manager As A Practical Author:**

Management and Language Thorpe Richard, 2002 *Management and Language* explores and develops the image of the manager as one who is aware of and attends to the way in which language is used in everyday managerial activity. Much managerial activity is achieved through language and a vital task for any manager is to generate with others an intelligible account of the various feelings that surround the contested issues in the organization. Such a process involves reading a context from different perspectives, constructing new meanings, framing the complexities and dilemmas faced into new landscapes of possible future actions and creating a persuasive argument for those landscapes amongst those who must work in them. For such a process to be conducted successfully a range of abilities and skills become relevant such as storytelling, metaphors and developing arguments. *Management and Language* is a timely publication with contributions from eminent academics in the field. This book will be engaging reading to academics and management teachers interested in critical management theory and those generally open to new and different approaches to management. It will also be of relevance to practising managers who wish to have a deeper understanding of how they use language in their everyday work.

*Handbook of Management Communication* François Cooren, Peter Stücheli-Herlach, 2021-08-23 *Management communication* encompasses a wide range of practices that define modern organizations. Those practices are in many respects constituted, formed and contextualized by the use of language. This handbook traces the theoretical modelling of these practices by contemporary research. It explores their linguistic features and performance in specific situations of value creation and in various modes. It is a companion for students and scholars of applied linguistics and organizational communication as well as management and strategy research.

*Joint Action* Tim Corcoran, John Cromby, 2016-06-10 *Joint Action: Essays in honour of John Shotter* brings together a cross-disciplinary group of fifteen respected international scholars to explain the relevance of John Shotter's work to emerging concerns in twenty-first century social science. Shotter's work extends over forty years and continues to challenge conventional scientific thinking across a range of topics. The disciplines and practices that Shotter's work has informed are well established throughout the English-speaking world. This is the first publication to examine the importance of his influence in contemporary social sciences and it includes authoritative discussions on topics such as social constructionism, democratic practice, organisational change, the affective turn and human relations. The geographical diversity and disciplinary breadth of scholarly contributions imbues the book with international scope and reach. *Joint Action* presents a contemporary reflection on Shotter's work that demonstrates its influence across a range of substantive topics and practical endeavours and within disciplines including management studies and philosophy as well as psychology. As such, it will appeal to researchers and postgraduate students of social sciences and related disciplines as well as to those who have heard of Shotter's work and want to know more about its utility and value in relation to their own research or practice.

*Management and Language* David Holman, Richard Thorpe, 2002-10-18 *Management and*

Language explores and develops the image of the manager as one who is aware of and attends to the way in which language is used in everyday managerial activity. Much managerial activity is achieved through language and a vital task for any manager is to generate with others an intelligible account of the various feelings that surround the contested issues in the organization. Such a process involves reading a context from different perspectives, constructing new meanings, framing the complexities and dilemmas faced into new landscapes of possible future actions and creating a persuasive argument for those landscapes amongst those who must work in them. For such a process to be conducted successfully a range of abilities and skills become relevant such as storytelling, metaphors and developing arguments. *Management and Language* is a timely publication with contributions from eminent academics in the field. This book will be engaging reading to academics and management teachers interested in critical management theory and those generally open to new and different approaches to management. It will also be of relevance to practising managers who wish to have a deeper understanding of how they use language in their everyday work.

**The New Workplace** David Holman, Toby D. Wall, Chris W. Clegg, Paul Sparrow, Ann Howard, 2003-07-07. Just in time, total quality management, lean manufacturing, call centres, team work, empowerment: most people in business have heard these buzz words, often offered as a panacea to all profit ills. So why don't they always work? Can you combine them anyhow? If not, why not? *The New Workplace Handbook* is a comprehensive guide to the evidence available on how modern working practices and technology affect the people in organizations. Within a broad psychological framework, leading experts examine how people work, their experience of work, the impact on productivity and performance and the human resource implications. Guidance is offered on a range of different methods, tools and practices that can be used to guide the design and implementation of modern working practices to ensure that pitfalls are avoided and the best possible results are obtained from new initiatives. Indispensable for consultants, this Handbook will also be useful for students and scholars in the psychology of business, human resource professionals and anyone involved in the management of new working practices.

**The Sociomateriality of Leadership** Jonathan Clifton, 2024-08-26. With the parallel expansion of both leadership research and the use of ventriloquism within communication studies, this book addresses the lack of connection between the two, arguing that ventriloquial analyses can add significant insights to leadership research and that leadership research can be a fruitful avenue of inquiry. Focusing on the ventriloquial approach to organising originating from the Montreal School, which emphasizes the analyses of actions through which someone or something makes someone or something else say or do things, the book offers a new and exciting way of looking at the materiality of leadership. Drawing on ventriloquial analyses of naturally occurring workplace interaction, interviews with key organisational players and training sessions about leadership, the author posits that other than human actants, many areas of leadership and organisational communication are affected. Offering fresh insight into leadership practice, this book will be an essential read for scholars and students of organisational communication, leadership and management.

**The Routledge Handbook of Organizational Leadership**

**Communication** Guowei Jian, Gail T. Fairhurst, 2025-04-30 This handbook captures a rapidly developing body of scholarship to map out the terrain of leadership communication and stimulate interdisciplinary dialogue among leadership communication scholars for future research The Routledge Handbook of Organizational Leadership Communication surveys various areas of leadership communication critically assesses their development and proposes guidance for future research It begins by addressing prominent theories or emerging theoretical perspectives that help conceptualize leadership communication ranging from collective leadership approaches and critical perspectives to theories of practice and communicative constitution of organization The second section focuses on reviewing the latest research on leadership communication in various organizational contexts such as work teams hybrid and virtual work contexts and interorganizational collaboration Informed by diverse theoretical perspectives chapters in the final section examine the practice of leadership communication in dealing with both common and novel organizing challenges and processes for example the formation and execution of organizational vision and strategies the use of emerging media technologies and organizational decision making The handbook will be an indispensable resource for researchers and advanced students in leadership communication and leadership studies and practicing managers and consultants in leadership and communication training and development

**Management Research** Mark Easterby-Smith, Richard Thorpe, Paul Jackson, Andy Lowe, 2008-03-17 A phenomenal success from its first publication this new edition of the classic Management Research continues to be the definitive word in management research methods Integrating qualitative and quantitative methods underpinned by an understanding of philosophy and crucially politics this book succeeds in tackling complex issues in a clear and accessible way Mark Easterby Smith Richard Thorpe and Paul Jackson three highly experienced management researchers give practical guidance to help students to conduct management research as well as truly understand the logic behind it

Relational Perspectives in Organizational Studies Olivia Kyriakidou, Mustafa Ezbilgin, 2006 The contributors to this highly innovative and authoritative research companion leading experts in their field apply relational analyses to different areas of organization studies and provide a comprehensive review of the relational perspectives The book features empirical theoretical philosophical and methodological contributions from a wide spectrum of disciplinary perspectives on relationality in and around organizations

*Organization and Organizing* Daniel Robichaud, François Cooren, 2013 Recipient of the 2013 Top Edited Book Award by the Organizational Communication Division of the National Communication Association USA This timely collection addresses central issues in organizational communication theory on the nature of organizing and organization The unique strength of this volume is its contribution to the conception of materiality agency and discourse in current theorizing and research on the constitution of organizations It addresses such questions as To what extent should the materiality of texts and artifacts be accounted for in a process view of organization What part does materiality play in the process by which organizations achieve continuity in time and space In what sense do artifacts

perform a role in human communication and interaction and in the constitution of organization What are the voices and entities participating in the emergence and stabilization of organizational reality The work represents scholarship going on in various parts of the world and features contributions that overcome traditional conceptions of the nature of organizing by addressing in specific ways the difficult issues of the performative character of agency materiality as the basis of the iterability of communication and continuity of organizations and discourse as both textuality and interaction The contributions laid out in this book also pay tribute to the work of the organizational communication theorist James R Taylor who developed a view of organization as deeply rooted in communication and language Contributors extend and challenge Taylor s communicative view by tackling issues and assumptions left implicit in his work

**Language and Communication at Work** François Cooren,Eero Vaara,Ann Langley,Haridimos Tsoukas,2014-05-08 With the growing influence of discursive and narrative perspectives on organizing organizational scholars are focusing increasing attention on the constitutive role that language and communication play in organizational processes This view conceptualizes language and communication as bringing organization into being in every instant and is therefore inherently sympathetic to a process perspective However our understanding of the role of language in unfolding organizational processes and as a part of organizational action is still limited This volume brings together empirical and or conceptual contributions from leading scholars in organization and communication to develop understanding of language and communication as constitutive of work and also analyze how language and communication actually work to achieve influence in the context of organizations It aims to elucidate the role language communication and narrativity play as part of strategic and institutional work in and around organizational phenomena In keeping with the preceding volumes in the Perspectives on Process Organization Studies series this collection demonstrates why we need to start thinking processually and offers a range of theoretical and methodological approaches to studying these works in process that we call organizations companies businesses institutions communities associations or NGOs

**Project Governance** T. Williams,K. Samset,2012-10-23 Provides essential insight into what it takes to turn an initial idea into a project with successful outcome in the long term Fills a gap in current literature on project management and is thoroughly grounded in the latest research in this field

The Essentials of the New Workplace David Holman,Toby D. Wall,Chris W. Clegg,Paul Sparrow,Ann Howard,2005-05-05 The original hardback edition of The New Workplace examined modern business terms such as total quality management just in time production e business lean manufacturing and teleworking It explored what these terms really mean and what effect they have in practice especially their impact on productivity and performance and their social and psychological consequences This paperback is a shorter revised version of the original book It will focus on working practices especially technology orientated ones which are the most relevant and innovative for consultants

*Handbook of Research on New Venture Creation* Kevin Hindle,Kim Klyver,2011-01-01 This comprehensive Handbook provides an essential analysis of new venture creation research the

eminent contributors critically discuss and explore the current literature as well as suggest improvements to the field They reveal a strong sense of both the state of the art what has and has not been done in new venture creation research and the state of the could be future directions the field should take to improve knowledge the Handbook comprises nineteen chapters divided into four main sections setting the agenda theoretical perspectives data and measurements and new venture creation through contextual lenses This path breaking Handbook has allowed experienced new venture researchers to tell the world not only where the field has been but also where it should be going Their responses have provided an insightful and stimulating resource that will be of great practical value to researchers working in this vital and rapidly expanding subject Students and practitioners interested in understanding leading edge thinking in the field of new venture creation will also find this Handbook invaluable

**Female Leadership Identity in English Language Teaching**, 2024-07-29 Step into the lives of extraordinary women leaders in this groundbreaking volume This compelling collection presents autoethnographies of twenty five women leaders in English Language Teaching ELT from around the world Grounded in key leadership theories and ELT research these narratives examine the intersectionality of gender race culture and transnational experiences in shaping leadership identities Authors candidly share their triumphs and challenges inspiring readers to embrace their own leadership potential and effect change in their communities and beyond By articulating the personal institutional and global complexities the narratives inform our understanding of how ELT teachers navigate the path to leadership Contributors are Tasha Austin Lena Barrantes Elizondo Kisha Bryan Quanisha Charles May F Chung Ayanna Cooper Tanya Cowie Taslim Damji Darlyne de Haan Su Yin Khor Sarah Henderson Lee Gloria Park Ana Marija Petrunic Doaa Rashed Kate Mastruserio Reynolds Teri Rose Dominica Roh Mary Romney Schaab Amira Salama Cristina S nchez Mart n Xatli Stox Debra Suarez Shannon Tanghe Lan Wang Hiles Marie Webb and Amea Wilbur

**Management and Business Research** Mark Easterby-Smith, Richard Thorpe, Paul R Jackson, 2015-04-01 Now in its Fifth Edition this much loved text offers theoretical and philosophical depth as well as insights into practice The text covers the entire research process in an accessible way and provides critical thoughtful treatment of important issues like ethics and politics making it an invaluable companion for any business and management student New to the Fifth Edition Expanded to include examples from across business and management including Marketing International Business and Psychology Up to date international examples and cases from a range of countries Introductory chapter looks at writing proposals in detail Chapter on the literature review now includes how to critically review Move towards new technologies and social media including discussion of wikis and cloud sourcing Improved structure and flow with three chapters on qualitative methods and three on quantitative methods Additional practical exercises which are linked to key research tasks throughout The companion website <https://edge.sagepub.com/easterbysmith> offers a wealth of resources for both lecturers and students including for lecturers an instructor s manual and PowerPoint slides and for students author podcasts journal articles web links MCQs datasets and a glossary

**Creating**

**Psychologically Healthy Workplaces** Ronald J. Burke, Astrid M. Richardsen, 2019 Workplaces can often be sources of stress interfering with both job satisfaction and performance This book explores ways to combat the factors contributing to an unhealthy workplace by building on the advances in positive psychology and organizational scholarship over the last 15 years

**The Social Construction of Public Administration** Jong S. Jun, 2012-02-01 In this conceptual guided tour of contemporary public administration Jong S Jun challenges the limitations of the discipline which he argues make it inadequate for understanding today's complex human phenomena Drawing on examples and case studies from both Eastern and Western countries he emphasizes critical and interpretive perspectives as a counterforce to the instrumental technical rationality that reduces the field to structural and functionalist views of management He also emphasizes the idea of democratic social construction to transcend the field's reliance on conventional pluralist politics Jun stresses that public administrators and institutions must create opportunities for sharing and learning among organizational members and must facilitate interactive processes between public administrators and citizens so that the latter can voice their problems and opinions The future role of public administrators will be to transcend the limitations of the management and governing of modern public administration and to explore ways of constructing socially meaningful alternatives through communicative action and the participation of citizens

**Discursive Leadership** Gail Fairhurst, 2007-02-13 2007 National Communication Association Organizational Communication Division Best Book Award Citing the well known adage that there are as many definitions of leadership as there are leadership scholars Fairhurst acknowledges the contributions which psychologists have made to leadership research before probing the inevitable limitations to their formidable body of work Fairhurst's work is also thought provoking on the issue of authenticity on the part of leaders HUMAN RELATIONS Discursive Leadership In Conversation with Leadership Psychology presents a new groundbreaking way for scholars and graduate students to examine and explore leadership Differing from a psychological approach to leadership which tries to get inside the heads of leaders and employees author Gail Fairhurst focuses on the social or communicative aspects between them A discursive approach to leadership introduces a host of relatively new ideas and concepts and helps us understand leadership's changing role in organizations Key Features Compares and contrasts discursive leadership with leadership psychology This comparison facilitates a clearer definition of discursive leadership Presents new ways to study leadership By treating each discourse concept as a heuristic device and supporting each concept with examples new ways to study leadership are introduced by focusing on key concepts from the organizational discourse literature Addresses some key challenges within leadership psychology Each chapter begins with an ongoing debate in leadership psychology and illustrates how a discursive approach can join that debate Charismatic leadership leader member exchange authentic leadership are just a few of the examples Offers reactions from leadership psychologists Leadership psychologists and other discourse scholars respond to the author's proposed conversation between them broadening the debate and introducing new perspectives Provides quick reviews and



extended examples The book includes critical summaries at the end of each chapter and easy to reference appendices  
Intended Audience This book helps scholars researchers and practitioners understand the complexities of leadership as it continues to evolve due to such influences as globalization technology change and democratization of the workplace It is also an excellent text for graduate courses such as Leadership Rhetoric of Leadership Interpretive Studies of Organizational Communication Organizational Communication and Leadership Communication in the departments of communication business management psychology and educational administration

**Constructing Identity in and Around Organizations** Majken Schultz, 2012-01-19 The second volume in the Perspectives on Process Organization Studies series focuses on the notion of identity in particular how individual and organizational identities evolve and come to be constructed through on going activities and interactions

The Top Books of the Year Management And Language The Manager As A Practical Author The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous engrossing novels captivating the hearts of readers worldwide. Lets delve into the realm of bestselling books, exploring the captivating narratives that have captivated audiences this year.

Management And Language The Manager As A Practical Author : Colleen Hoover's "It Ends with Us" This heartfelt tale of love, loss, and resilience has captivated readers with its raw and emotional exploration of domestic abuse. Hoover expertly weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can succeed.

Uncover the Best : Taylor Jenkins Reid's "The Seven Husbands of Evelyn Hugo" This captivating historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reid's compelling storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery.

Discover the Magic : Delia Owens' "Where the Crawdads Sing" This mesmerizing coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens crafts a tale of resilience, survival, and the transformative power of nature, captivating readers with its evocative prose and mesmerizing setting.

These top-selling novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of compelling stories waiting to be discovered.

The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts.

The Secret History is a masterful and suspenseful novel that will keep you guessing until the very end. The novel is a warning tale about the dangers of obsession and the power of evil.

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