

# THE MANAGERIAL MYSTIQUE



RESTORING LEADERSHIP  
IN BUSINESS

ABRAHAM ZALEZNIK

# Managerial Mystique

**Fenwick W. English**



## **Managerial Mystique:**

**The Managerial Mystique** Abraham Zaleznik, 1989      *The Drama of Leadership* Patricia Pitcher, 1997-01-14 As a member of the board of directors of several major international financial services corporations Patricia Pitcher was in a privileged position to observe the inner workings of the corporate world What she witnessed was a crisis of leadership rooted in a misunderstanding of what leading is all about Not content to simply offer an opinion opinions come cheap she embarked on an eight year research project to document the reasons for the rapid collapse of a global giant That collapse she shows us began with one critical succession error and was compounded by a chronic failure to understand the importance of personality in the leadership equation One wrong person at the helm turned a dream into a nightmare In *The Drama of Leadership* Patricia Pitcher shares her findings and in the process explodes a number of popular myths about leadership including the one that leadership and vision are qualities that can be taught in management seminars She refutes the common belief that leaders are in short supply and proves that the corporate talent pool abounds with potential leaders whose talents either go unrecognized or are tragically undervalued And she explains why at a time when vision innovation humanity and passion are so desperately needed so many companies cast in leadership roles people who possess none of these qualities and who distrust anyone who does But who are the good and bad leaders and how do you identify them In answer to this question Patricia Pitcher identifies three types of leaders Artists who are people oriented open minded intuitive and visionary Craftsmen to whom the adjectives humane dedicated and wise best apply and Technocrats brilliant and well schooled in the latest theory they are detail oriented rigid methodical self centered and when left in control pose a serious threat to corporate competitiveness The power struggles between these types are dramas being played out in companies everywhere Whether the story has a happy or an unhappy ending depends entirely upon which type gets top billing The author also offers her wise recommendations on what companies can do to protect themselves against a technocratic hegemony and how to cultivate the talents of Artists and Craftsmen She also tells you how to determine what type of leader you are and how to interact with other types to achieve both personal and corporate success *The Drama of Leadership* is an articulate insightful passionate appeal to develop the kind of leaders and organizations that can take us into the twenty first century      **Rethinking Leadership** Thomas J. Sergiovanni, 2007 In this updated collection of revolutionary articles Sergiovanni encourages school leaders to discover the craft of moral leadership practice effective instructional leadership and build strong learning communities      [The SAGE Guide to Educational Leadership and Management](#) Fenwick W. English, 2015-01-29 *The SAGE Guide to Educational Leadership and Management* allows readers to gain knowledge of educational management in practice while providing insights into challenges facing educational leaders and the strategies skills and techniques needed to enhance administrative performance This guide emphasizes the important skills that effective leaders must develop and refine including communication developing teams coaching and motivating and managing time and

priorities While being brief simply written and a highly practical overview for individuals who are new to this field this reference guide will combine practice and research indicate current issues and directions and choices that need to be made Features Benefits 30 brief signed chapters are organized in 10 thematic parts in one volume available in a choice of electronic or print formats designed to enable quick access to basic information Selective boxes enrich and support the narrative chapters with case examples of effective leadership in action Chapters conclude with bibliographic endnotes and references to further readings to guide students to more in depth presentations in other published sources Back matter includes an annotated listing of organizations associations and journals focused on educational leadership and administration and a detailed index This reference guide will serve as a vital source of knowledge to any students pursuing an education degree as well as for individuals interested in the subject matter that do not have a strong foundation of the topic

**Managerial Work** Rosemary Stewart,2019-06-04 First published in 1998 readers of this volume will get a good overview of research into managerial work They will learn about what the researchers have studied what methods have been used and the criticisms of the limitations of individual methods the different concepts that have been developed what has been learnt about managerial work and behaviour from these studies over the years how this field of study has developed the main criticisms made of the research suggestions for future research and future developments Studies of managerial work have a long history the first major work was by Sune Carlson in Sweden in 1951 and studies have continued to the present day mainly in the USA and the UK The early studies sought to find out what managers actually did as distinct from the generalized theories of the nature of managerial work They were part of the new interest of social scientists in finding out what actually happened in organizations in opposition to the general theories that prevailed then Articles cannot give a complete picture of the field studies that have been such a notable feature of this branch of research because Carlson s study like many of the later ones was published only as a book However they provide all the information that students and researchers need to understand the aim methods and approaches used by researchers so far and a good guide to the varied possibilities for developing this area of study

**Managerial Capitalism, Ethics, Secrets and the Business School** Ian Waitt,2024-07-09 By interlacing the threads of managerial development through the 19th 20th and early 21st centuries from capitalist managerialism to the emergence of management consultancy and management education with particular focus on the American context this book sheds light on the opportunities challenges and pitfalls facing the modern manager today Especially relevant to aspiring managers seeking to learn more about business serious questions are asked about management education and its provision Providing an expos on and denunciation of managerial fallacies management failures academic treachery and greed the author directly addresses the need for professional managers to cope with the challenges on this planet to come With a deep historical knowledge breadth of vision and equally intellectually daring insight the author offers the keys not only to an understanding of how we have reached our current position but more importantly

how we might progress from here This book sets the tone and heralds the need for real practical decisive change leading to a more ethical sustainable future      **Organizational Studies: Modes of management** ,2001      *Project Management for Planners* Terry A. Clark,2018-04-17 This book provides practicing planners with the knowledge of how to bring real world planning projects to a successful and efficient It applies the five process groups of project management as identified in Project Management Institute s PMBOK Guide and put them in the language of planners      **Sport Leadership in the 21st Century** Laura J. Burton,Gregory M. Kane,John F. Borland,2019-01-10 The Second Edition of Sport Leadership in the 21st Century provides students with the most current and comprehensive understanding of leadership in sport management Authored and contributed by leading sport management researchers and practitioners this text immerses students in the learning process through case studies interviews with leaders in the sport industry critical thinking questions and rich content      **Superstition, Management and Organisations** Joanna Crossman,2024-04-30 This book addresses how people and organisations sometimes respond to uncertainty in making decisions Those decisions are rooted in beliefs and behaviours that are not always rational especially in response to perceived randomness chaos and unexpected circumstances The author uses a transdisciplinary approach to the study of superstition in the context of business and management taking care to acknowledge that what is regarded as superstition to one person may well be constructed as a spiritual belief by another Respect and sensitivity in explicating individual and social constructions of spirituality is a core value in structuring the narrative of the text The work also explores the interwoven relationships amongst superstition religion spirituality and empiricism and how cultural political economic and environmental factors are likely to influence organisations and those who are employed by them Further it examines the influence of beliefs related to topics such as feng shui astrology phrenology and the I Ching in recruitment This comprehensive treatment of the role of superstition in business will advance the scholarly conversation on uncertainty in decision making It points to the power of belief that defies empirical validation and how it can be used in a variety of contexts such as the marketing of products and images to manipulate unwary consumers or inhibit the implementation of health advice in times of COVID 19      **Handbook of Research on the Strategic Management of Family Businesses** Palma-Ruiz, Jesús Manuel,Barros-Contreras, Ismael,Gnan, Luca,2020-01-10 The literature on family business has developed significantly over the last years However efforts remain to summarize and systematize the main aspects that affect the behavior of this type of company In this regard the topic of strategic management has been developed In this sense it is especially important to recognize how the family decisively influences the behavior of the company and also to identify how the existence of the company affects family dynamics Those who manage family businesses whether family or not must reconcile both perspectives business and family in the definition of strategic objectives allowing sustainability and continuity in this type of organization The Handbook of Research on the Strategic Management of Family Businesses provides emerging research that covers how strategic management in the family business has been developed and identifies

the objectives that sustain this strategic behavior the main areas of analysis family and business the definition of strategies and their implementation Also the authors of this book review the different scenarios for family firms and propose strategies to tackle the challenges and seize the possibilities to grow in a competitive and dynamic environment Featuring coverage on a broad range of topics such as human capital organizational leadership and knowledge creation this book is ideally designed for family firms managers advisors consultants policymakers business professionals executives entrepreneurs researchers academicians and students

*Leading Organizations* Gill Robinson Hickman,1998-09-25 This volume provides a framework for examining and integrating issues pertaining to organizational leadership and helps prepare the student and professional for leading and participating in these new era organizations This volume is divided into eight parts with an overview on leadership and organizational issues for each part

*Management and the Dominance of Managers* Thomas Diefenbach,2009-05-22 Managers are powerful The organizations of our time are in essence managerial organizations even our societies are managerial societies This book looks behind the portrait of management as value free technicality and challenges the image of managers as the selfless pursuer of an organization s survival and development It explains that individual interests and careers of managers are only part of a wider epochal and historic picture the picture of managers as the new ruling class using and misusing organizations for their own personal and group interests while portraying their own roles and actions as increasing the efficiency of organizations and serving the public interest But why exactly are managers so powerful Why and how do managers dominate our organizations It will be argued that the prevailing understanding of management and managers is only at the surface about functional aspects In its very core management has been and is all about the power and control interests and ideology of managers in short the dominance of managers over other groups of people In order to investigate and explain this dominance a multi dimensional theory of social dominance of managers will be developed which reveals the personal and group interests behind such claims and is based in its core on three explanatory factors power interests and ideology These factors themselves will be analyzed as comprehensive multi dimensional and interdisciplinary concepts in order to address the complex nature of managers dominance appropriately

*The Making of Modern Management* John F. Wilson,Andrew Thomson,2006-08-24 Management has always been part of human organization but it is only in the last two centuries or so that it has been the central driver of economic activity as companies have moved from family firms to hugely complex multinational corporations with many layers of management The term management is commonly used in three ways as a process or activity as a structure in any organization and as a group or class of people carrying out certain roles in an organization This book is the first detailed account of the evolution of management in all three senses The focus is mainly on the UK but throughout the broader question of why corporate management structures developed so impressively in the USA Germany and Japan is borne in mind while arguably little progress was made in this regards in the UK Equally the authors consider why given that management is now so widely studied so little careful

research has been undertaken into the evolution of the practice and the profession of management The book is divided into four sections Part One provides An Introduction to Management History Part Two Management and Organization explores the historical development through the 19th and 20th centuries Part Three Managers in Context looks at the social and cultural context of management and managers and Part Four considers three key functional areas labour marketing and accounting and finance This rich detailed and path breaking book will be essential reading for anyone wanting to understand the evolution of management as we now understand it whether academics students or managers themselves A History of Management Thought Morgen Witzel,2016-12-16 Of all the sciences and social sciences management is the one that most deliberately turns its back on the past Yet management as we know it today did not spring into life fully formed Management has more than just a present it also has a past and a future and all three are inextricably linked This book charts the evolution of management as an intellectual discipline from ancient times to the present day Contemporary management challenges including sustainability technology and data and legitimacy are analysed through an historical lens and with the benefit of new case studies The author helps readers understand how the evolution of management ideas has interacted with changes in society By framing management s history as one of challenge and response this new edition is the perfect accompaniment for students and scholars seeking meaningful study in the business school and beyond Essential reading as a core textbook in management history the book is also valuable supplementary reading across the humanities and social sciences **Discourse on Leadership** Bert Spector,2016-07-21 A critical study of the concept of leadership within both a historical and cultural context Securing the Future of Management Education Howard Thomas,Michelle Lee,Lynne Thomas,Alexander Wilson,2014-01-06 This is the second of two volumes written to celebrate the 40th anniversary of EFMD The second volume discusses a range of alternative future scenarios for management education and urges the field to resist the lures of the dominant paradigm and to develop new models instead **Manufacturing the Employee** Roy Jacques,1995-12-21 Contemporary thinking about management is still frequently presented as a set of universal eternal verities In this fascinating book Roy Jacques presents a discursive history of industrial work relationships in the United States which powerfully demonstrates that they are not A central concern is to show that current common sense in management forms an historically and culturally specific way of thinking about work and society which is often inappropriate for managing for the twenty first century The author is equally interested in revealing the cultural basis for American management ideas currently exported round the world as an objective science disconnected from its cultural and historical roots Roy Jacques considers the Federalist world of the U S c 1800 1870 and the traces of 19th century pre management notions continuing in 20th century management and industrial discourse the emergence and development of industrial organization and big business the profound remapping of the boundaries of social life which occurred with the creation of jobs and wages and the evolving construction of the employee as increasingly a disciplinary subject of psychological

personnel and general management knowledge He also looks at several major current management and organizational topics such as motivation leadership and power in organizations productivity and efficiency work and the family ideas about Total Quality Management Business Process Re engineering knowledge work and so on In Search of Stability Charles S. Maier, 1987 In Search of Stability Explorations in Historical Political Economy ponders the issue of how Western industrial societies overcame major challenges to political and economic stability in the twentieth century Successive essays ask what ideological messages did American influence transmit to Europe after World War I then again after World War II Did Nazis and Italian fascists share an economic ideology or impose a unique economic system in the interwar period and during World War II How do their accomplishments stack up comparatively against those of the liberal democracies After 1945 what was the relationship between concepts of productivity and class division How have the major experiences of twentieth century inflation arisen out of class and interest group rivalry Most generally what has been the representation of interests in capitalist political economies **Rethinking Management Information Systems** Wendy Currie, Bob Galliers, 1999-04-08 This book examines influential ideas within Management Information Systems MIS Leading international contributors summarize key topics and explore a variety of issues currently being discussed in the field They re visit influential ideas such as socio technical theory systems thinking and structuration theory and demonstrate their relevance to newer ideas such as re engineering hybrid management knowledge workers and outsourcing In locating MIS within an interdisciplinary context particularly in the light of rapid technological changes this book will form the link between past and future approaches to MIS



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