

Third Edition

# MANAGING FOR THE FUTURE

Organizational  
Behavior &  
Processes



Ancona • Kochan • Scully • Van Maanen • Westney

# Managing For The Future Organizational Behavior And Processes

**C Cleary**



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in novel and unknown environments From Europe's leading business school this book shows how to manage two fundamental approaches that in combination offer the possibility of coping with unforeseen influences that inevitably arise in novel projects Trial and Error Learning allows for redefining the plan and the project as the project unfolds Selectionism pursues multiple independent trials in order to pick the best one at the end Managing the Unknown offers expert guidelines to the specific project mindsets infrastructures and management methods required to use these project management approaches and achieve success in spite of unforeseen obstacles This book equips readers with Causal explanations of why unforeseeable factors in novel projects make traditional project planning and project risk management insufficient Directly applicable management tools that help managers to guide novel and high uncertainty projects Real world case studies of both successful and unsuccessful approaches to managing high uncertainty in novel projects

**Creativity and Innovation in Organizational Teams** Leigh L. Thompson, Hoon-Seok Choi, 2006-04-21 Creativity and Innovation in Organizational Teams stemmed from a conference held at the Kellogg School of Management in June 2003 covering creativity and innovation in groups and organizations Each chapter of the book is written by an expert and covers original theory about creative processes in organizations The organization of the text reflects a longstanding notion that creativity in the world of work is a joint outcome of three interdependent forces individual thinking group processes and organizational environment Part I explores basic cognitive mechanisms that underlie creative thinking and includes chapters that discuss cognitive foundations of creativity a cognitive network model of creativity that explains how and why creative solutions form in the human mind and imports a ground breaking concept of creativity templates to the study of creative idea generation in negotiation context The second part is devoted to understanding how groups and teams in organizational settings produce creative ideas and implement innovations Finally Part III contains three chapters that discuss the role of social organizational context in which creative endeavors take place The book has a strong international mix of scholarship and includes clear business implications based on scientific research It weaves the disciplines of psychology cognition and business theory into one text

**Managing Uncertainty in Crisis** Xiaoli Lu, 2017-11-07 This book studies the variety of organizational strategies selected to cope with critical uncertainties during crises This research formulates and applies an institutional sense making model to explain the selection of strategies for coping with uncertainties during crises to answer the question why some organizations select a rule based strategy to cope with uncertainties whereas others pursue a more ad hoc based strategy It finds that the level of institutionalization does not affect strategy selection in the initial phase of responding to crises that three rigidity effects can be identified in the selection of sense making strategies once organizations have faced the failure of their selected strategies that discontinuities in the feedback loop of sense making do not necessarily move organizations to switch their sense making strategies but interact with institutionalization to contribute to switching sense making strategies This book bridges the gap between institutional thinking and crisis management theorizing A major step forward in the world of crisis management

studies Professor Arjen Boin Leiden University the Netherlands In a world of increasingly complex sociotechnical systems interacting in high risk environments Professor Lu s analysis of how organizations manage uncertainty is both timely and profound Professor Louise K Comfort Director Center for Disaster Management University of Pittsburgh USA Prof Lu greatly enhances our understanding of how organizations cope with uncertainty and make sense of their challenges under the pressures of catastrophe Dr Arnold M Howitt Faculty Co Director Program on Crisis Leadership Harvard Kennedy School USA This book provides not only a theory of crisis management but also a key concept around which research and practice can be conducted Professor Naim Kapucu Director of School of Public Administration University of Central Florida USA A generic institutional model for analyzing and managing hazards disasters and crises worldwide Professor Joop Koppenjan Erasmus University Rotterdam the Netherlands This book has done an excellent job in opening the black box of how organizations make sense of the crisis situations they face and develop strategies to respond It should be read by all of us who wish for a peaceful and safe world Professor Lan Xue Dean of School of Public Policy and Management Tsinghua University China Managing the Future Haridimos Tsoukas,Jill Shepherd,2009-02-09 In this book leading authors explore ways in which organizations can develop their ability to manage the future An exploration of the ways in which organizations can develop their ability to manage the future Consists of ten papers written by authors from both sides of the Atlantic and from Asia all of whom are distinguished scholars in the fields of strategy or organizational learning Addresses key questions about how organizational foresight can be conceptualized and developed and the extent to which it is possible The papers are prefaced by a foreword from Spyros Makridakis and an introduction from the editors Helps to shape a new research agenda and so will be of interest to academics as well as to students and practitioners Book Review Index Cumulation Dana Ferguson,2005-09 Book Review Index provides quick access to reviews of books periodicals books on tape and electronic media representing a wide range of popular academic and professional interests The up to date coverage wide scope and inclusion of citations for both newly published and older materials make Book Review Index an exceptionally useful reference tool More than 600 publications are indexed including journals and national general interest publications and newspapers Book Review Index is available in a three issue subscription covering the current year or as an annual cumulation covering the past year

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