



The

Reengineering Revolution

Critical studies
of corporate change

Edited by **David Knights** and **Hugh Willmott**

Reengineering Revolution Critical Studies Of Corporate Change

Stephen Billett, Christian Harteis, Hans Gruber



Reengineering Revolution Critical Studies Of Corporate Change:

The Reengineering Revolution? David Knights, Hugh Willmott, 2000 This text reviews the significance of the business process reengineering trend for management practice The authors show how term and practice shaped the adopted policies of downsizing restructuring and emphasis on process rather than task

The Reengineering Revolution David Knights, Hugh Willmott, 2000-01-26 The Reengineering Revolution reviews the significance of the Business Process Reengineering trend for management practice since the early 1990 s Combining empirical and theoretical perspectives David Knights and Hugh Willmott show how both term and practice shaped the recent widely adopted policies of downsizing restructuring and emphasis on process rather than task Well known contributors analyze the impact of Business Process Reengineering in a number of settings supermarkets and the food chain the public sector banks The theoretical history of Business Process Reengineering is also detailed in relation to ideas about bureaucracy hierarchy transformation and design

The Shame of Reason in Organizational Change Naud van der Ven, 2011-06-03 Rational thought according to Levinas has the merit of making the world lucid and controllable But at the same time it strips things and people of their identity and incorporates them in a homogenized rational order Illusory but nonetheless oppressive Rationality s totalitarian character can provoke resistance and grief with people who are enlisted by it This can lead to a shameful confrontation in which the thinker is being confronted with his victim s resistance and sees himself and his thinking made questionable By proceeding along this route thinking can be brought to self criticism and to revision of standpoints This description by Levinas of rational thinking shows similarity to what managers do in organizations They make their business controllable but at the same time with their planning and schemes they create a totalitarian straitjacket This similarity suggests that also the reactions to imperialistic rationality from Levinas description ought to be found in organizations Is it indeed possible to indicate there the kind of resistance and grief Levinas speaks about Does that give rise to confrontations between managers and their co workers who are supposed to subordinate to their schemes Do managers then feel shame And do those shameful confrontations consequently lead to self reflection and change Desk research suggests that the above elements are partly to be found in the literature of management theory Interviews with managers show that Levinas line of thought can also be found in its completeness within organizations At the same time it becomes clear that becoming conscious of the elements of that line of thought that rationality is all conquering that it provokes resistance that that can lead to shame as well as to a new beginning this is a difficult path to travel The related experiences are easily forgotten and sometimes difficult to excavate Translation of Levinas thinking into terms of management and organization can help us spot them where they play their role in organizations

Managing Modernity Stewart R. Clegg, Martin Harris, Harro Höpfl, 2011-01-27 Managing Modernity Beyond Bureaucracy offers theoretical perspectives and substantive insights on the future of bureaucracy in different organizational contexts It includes contributions from internationally renowned scholars working in the fields of

organization theory public administration and information systems

Art and Aesthetics at Work A. Carr,P.

Hancock,2003-04-15 Over the last decade or so aesthetic and art theory has played an increasingly significant role in the way work and its organization has come to be understood Bringing together the work of an international spectrum of academics this collection contributes in an overall more critical vein to such emerging debates Combining both empirical and theoretical material each chapter re evaluates the emerging relationship between art aesthetics and work exploring its potential as both a medium of critical analysis and as a site of conflict and resistance

Business Communication Peter Hartley,Clive

Bruckmann,2008-01-28 This is a wide ranging up to date introduction to modern business communication which integrates communication theory and practice and challenges many orthodox views of the communication process As well as developing their own practical skills readers will be able to understand and apply principles of modern business communication Among the subjects covered are interpersonal communication including the use and analysis of nonverbal communication group communication including practical techniques to support discussion and meetings written presentation including the full range of paper and electronic documents oral presentation including the use of electronic media corporate communication including strategies and media The book also offers guidelines on how communication must respond to important organizational issues including the impact of information technology changes in organizational structures and cultures and the diverse multicultural composition of modern organizations This is an ideal text for undergraduates and postgraduates studying business communication and through its direct style and practical relevance it will also satisfy professional readers wishing to develop their understanding and skills

Governing Higher Education: National Perspectives on

Institutional Governance Alberto Amaral,Glen Jones,B. Karseth,2013-11-11 Over the last decades higher education has gone through an unprecedented growth period and as a result the average university or college has now more students and a larger output than ever before At the same time the socio economic and political demands with respect to higher education have grown dramatically These developments have taken place without a proportional increase of the budgets and facilities of the higher education institutions This has created an imbalance between the expectations with respect to higher education and the institutional capacities in the sector One of the underlying trends is that the traditional pact between higher education and society has become problematic Society no longer accepts the rather special and protected position that universities have had for a very long time in our societies The knowledge based social and cultural missions of higher education institutions are no longer taken for granted as the main legitimacy bases for public investments in higher education Universities and colleges are at present expected to function efficiently to contribute to sustainable economic growth at various levels and to add to national and even supranational trade balances On top of this they have to prove that they maintain a high level of quality in their primary activities i e teaching research and services while adapting and responding to the expectations expressed so vehemently in their environments and to a decreasing per capita funding basis

Re-engineering of Products and Processes Federico Rotini, Yuri Borgianni, Gaetano Cascini, 2012-04-23 Whilst previous methods for business process reengineering have focused on time and cost reduction policies to preserve competitive services and products Re engineering of Products and Processes How to Achieve Global Success in the Changing Marketplace presents a new approach which aims to include aspects that impact the customer perceived value This method supports business reengineering initiatives by identifying process bottlenecks as well as new products and services viable to overcome market competition This original approach is described step by step explaining the theory through examples of performable tasks and the selection of relevant tools according to the nature of the problem Supported by illustrations tables and diagrams Re engineering of Products and Processes How to Achieve Global Success in the Changing Marketplace clearly explains a method which is then applied to several case studies across different industrial sectors Re engineering of Products and Processes How to Achieve Global Success in the Changing Marketplace provides a scientific reference for researchers and PhD students working in several fields of the Industrial Engineering mechanical electric electronic sectors and more in general all the industrial areas where there are needs to design innovative products The step by step description on how to employ the proposed method and its application to practical examples make the book a key resource for industry consultants and managers who look to increase the value of their products and services for new and existing customers Narrative

Management in Corporate Japan Chie Yorozu, 2015-11-19 Scandals and failures in some of the best known international Japanese owned companies have shown that there is sometimes a considerable difference between the public and internal narratives of Japanese firms This book explores the extent to which Japanese firms public claims reflect wider reality Exploring how and why corporate narrative management is accepted or rejected by external and internal audiences in Japan the book clarifies what narrative management means for Japanese organizations It argues that the role of narrative management has become much more prevalent in Japan in recent years but that it does not serve quite the same role as it does in the Western environments where the theory and practice first emerged The author presents interview based case studies within four very different large Japanese organisations all of which have deployed and loudly announced new restructuring plans based largely on Western models of corporate best practice The book aims to describe and account for these Japanese corporate narratives and asks what they are why they are deployed and who believes in them As the first narrative related work in the Japanese context this volume provides an insight into the development of Japanese narrative management It will appeal to students and scholars of Japanese Business International Business and Organizational Studies

Management Consultancy Joe O'Mahoney, Calvert Markham, 2013-03-07 Management Consultancy provides a comprehensive introduction to the consulting industry The text begins with the presentation of a theoretical underpinning before outlining how to carry out management consultancy and providing guidance on entering the industry *Management Lives* David Knights, Hugh Willmott, 1999-08-30 The authors bring a spark of vitality and life to an area that could be cynically

viewed as a series of conflicting fads and fashions I would recommend anyone in the process of reviewing or designing an entrepreneurship development course to consider the benefits that this book would bring to the teaching process Entrepreneurship and Innovation Using fiction in the classroom as an approach to stimulating the study of people in organizations is well established What this book contributes is a way of exploring some of the existential elements of life in organizations which are typically difficult to study It will be on my reading lists Hopefully this example and regrettably few others which exist will contribute in the long term to the reformulation of how the lived experience of organizational life may be explored in the classroom Leadership consumption and bureaucracy rational choice and meaning all through the medium of characters and situations in contemporary literature The clear theoretical framework supported by footnotes summaries and further reading guides makes this an introduction to management the student will find useful as well as enjoyable

Management, Organization, and Childbirth Gabriella Piscopo, Margherita Ruberto, 2022-12-27 Management Organization and Childbirth Towards a New Model for the Birth Path explores the complex topic of the birth path with a multidisciplinary magnifying glass on the paradigms languages and tools critical to the organization management and clinical science The work consists of five chapters The first chapter provides a multidimensional analysis of childbirth The second chapter presents an organizational analysis that moves in unison with different models of health The third chapter studies the birth path in organizational and cynical terms by describing it in its core processes The fourth chapter proposes a study conducted in the Italian context which identifies some useful determinants for redesigning the birth path The fifth chapter formulates a proposal for redesigning the birth path based on a new health paradigm The proposed model offers useful insights for multiple categories of readers To students of medicine and higher education tracks in healthcare management it can offer opportunities to raise awareness not only regarding multi professional practice but also regarding confrontation with complementary disciplines To practitioners and policy makers it can provide useful stimuli to promote rational and informed decisions around the childbirth To researchers studying the health context within different disciplinary domains the model can offer unexplored research spaces within the new business complex system Re-organising Service Work: Call Centres in Germany and Britain Karen A. Shire, Ursula Holtgrewe, Christian Kerst, 2017-09-29 This title was first published in 2002 Call centres are a type of service work that stand at the interface between corporations and consumers They exemplify more general tendencies present within service work They also have a particular public image being associated in the public mind with low skilled and regimented work This volume presents contributions from British and German management academics and industrial sociologists based on primary research on call centres in both countries The contributions cover the genesis and development of call centres as a new form of organization or indeed a new industry the rationalization and control strategies of organizations that establish call centres and the nature of service work and service interactions The findings of this volume challenge the common public image of call centres and finds that call centre employment is in fact

very diverse So for example skilled advising and consulting services are often performed over the phone Along with the sometimes skilled nature of call centre work work organization and working conditions vary as well The text also seeks to contrast the British and German experience of call centre work and employment In Germany clerical work has traditionally been embedded in the specific traditions of co operative industrial relations that define the German model Call centres present a strategic challenge to this model and the expansion of call centres has been at the forefront of changes aimed at making employment more flexible in Germany This work offers a choice of country cases which permit a comparison of service employment within both a liberal capitalist and a socially embedded economy

International Handbook of Research in Professional and Practice-based Learning Stephen Billett,Christian Harteis,Hans Gruber,2014-07-15 The International Handbook of Research in Professional and Practice based Learning discusses what constitutes professionalism examines the concepts and practices of professional and practice based learning including associated research traditions and educational provisions It also explores professional learning in institutions of higher and vocational education as well the practice settings where professionals work and learn focusing on both initial and ongoing development and how that learning is assessed The Handbook features research from expert contributors in education studies of the professions and accounts of research methodologies from a range of informing disciplines It is organized in two parts The first part sets out conceptions of professionalism at work how professions work and learning can be understood and examines the kinds of institutional practices organized for developing occupational capacities The second part focuses on procedural issues associated with learning for and through professional practice and how assessment of professional capacities might progress The key premise of this Handbook is that during both initial and ongoing professional development individual learning processes are influenced and shaped through their professional environment and practices Moreover in turn the practice and processes of learning through practice are shaped by their development all of which are required to be understood through a range of research orientations methods and findings This Handbook will appeal to academics working in fields of professional practice including those who are concerned about developing these capacities in their students In addition students and research students will also find this Handbook a key reference resource to the field

Organisational Development in Healthcare Edward Peck,2017-11-22 Organisational Development in Healthcare introduces the practical ways in which change in health services can be promoted It includes descriptions of all of the most important approaches to change currently being used in the NHS discussion of when they work best and details of the evidence of their impact

The Academy of Management Annals James P. Walsh,Arthur P. Brief,2007 Follows one guiding principle the advancement of knowledge is possible only by conducting a thorough examination of what is known and unknown in a given field This series includes reviews which are useful for ensuring the timeliness of advanced courses for designing investigative approaches

Controlling Capital Nicholas Dorn,2016-02-12 Controlling Capital examines three pressing issues in financial market regulation the contested

status of public regulation the emergence of culture as a proposed modality of market governance and the renewed ascendancy of private regulation In the years immediately following the outbreak of crisis in financial markets public regulation seemed almost to be attaining a position of command the robustness and durability of which is explored here in respect of market conduct European Union capital markets union and US and EU competition policies Subsequently there has been a softening of command and a return to public private co regulation positioned within a narrative on culture The potential and limits of culture as a regulatory resource are unpacked here in respect of occupational and organisational aspects stakeholder connivance and wider political embeddedness Lastly the book looks from both appreciative and critical perspectives at private regulation through financial market associations arbitration of disputes and most controversially market policing by hedge funds Bringing together a distinguished group of international experts this book will be a key text for all those concerned with issues arising at the intersection of financial markets law culture and governance Strategy Stewart R Clegg,Jochen Schweitzer,Andrea Whittle,Christos Pitelis,2019-11-30 Providing a fresh perspective on strategy from an organizational perspective through a discursive approach featuring key theoretic tenets this text is also pragmatic and emphasizes the practices of strategy to encourage the reader to be open to a wider set of ideas with a little more relevance and with a cooler attitude towards the affordances of the digital world and the possibilities for strategy s futures The key areas of Strategy take a critical stance in the new edition and also include areas less evident in conventional strategy texts such as not for profit organizations process theories globalization organizational politics and decision making as well as the futures of strategy **Social Research and Reflexivity** Tim May,Beth Perry,2011 What are the critical gaps in thinking about reflexivity and social research How is reflexive practice shaped by the contexts and cultures in which researchers work How might research practice respond to twin demands of excellence and relevance in the knowledge based economy Thinking reflexively about the inter relationships between social research and societal practices is all the more important in the so called knowledge economy Developing reflexive practices in social research is not achieved through applying a method Where and how researchers work is fundamental in shaping the capacities and capabilities to produce research as content and context lie in a dynamic interaction This book not only provides a history of reflexive thought but its consequences for the practice of social research and an understanding of the contexts in which it is produced It provides critical insights into the implications of reflexivity through a discussion of positioning belonging and degrees of epistemic permeability in disciplines It is also highly innovative in its suggestions for ways forward in research practice through the introduction of active intermediaries Overall the book offers an exciting new position on reflexive research that will generate much debate through its successful achievement of two difficult feats providing essential reading for orientations on reflexivity and social research in the twenty first century and making a landmark contribution to thinking and practice in the field Social Research and Reflexivity is suitable for advanced undergraduates postgraduates and social researchers in general across a number of

disciplines including geography social research management and organizations economics urban studies sociology social policy anthropology and politics as well as science and technology studies **Analyzing the Impacts of Industry 4.0 in Modern Business Environments** Brunet-Thornton, Richard, Martinez, Felipe, 2018-05-04 In order to improve competitiveness and performance corporations must embrace advancements in digitalization Successful implementation of knowledge management is a huge factor in corporate success Analyzing the Impacts of Industry 4 0 in Modern Business Environments is a critical scholarly publication that explores digital transformation in business environments and the requirement for not only a substantial management change plan but equally the two essential components of knowledge management knowledge sharing and knowledge transfer Featuring a broad range of topics such as strategic planning knowledge transfer and cybersecurity risk management this book is geared toward researchers academicians and students seeking current and relevant research on organizational knowledge intensity and monitoring of knowledge management development

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Table of Contents Reengineering Revolution Critical Studies Of Corporate Change

1. Understanding the eBook Reengineering Revolution Critical Studies Of Corporate Change
 - The Rise of Digital Reading Reengineering Revolution Critical Studies Of Corporate Change
 - Advantages of eBooks Over Traditional Books
2. Identifying Reengineering Revolution Critical Studies Of Corporate Change
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Reengineering Revolution Critical Studies Of Corporate Change
 - User-Friendly Interface
4. Exploring eBook Recommendations from Reengineering Revolution Critical Studies Of Corporate Change
 - Personalized Recommendations
 - Reengineering Revolution Critical Studies Of Corporate Change User Reviews and Ratings
 - Reengineering Revolution Critical Studies Of Corporate Change and Bestseller Lists

5. Accessing Reengineering Revolution Critical Studies Of Corporate Change Free and Paid eBooks
 - Reengineering Revolution Critical Studies Of Corporate Change Public Domain eBooks
 - Reengineering Revolution Critical Studies Of Corporate Change eBook Subscription Services
 - Reengineering Revolution Critical Studies Of Corporate Change Budget-Friendly Options
6. Navigating Reengineering Revolution Critical Studies Of Corporate Change eBook Formats
 - ePub, PDF, MOBI, and More
 - Reengineering Revolution Critical Studies Of Corporate Change Compatibility with Devices
 - Reengineering Revolution Critical Studies Of Corporate Change Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Reengineering Revolution Critical Studies Of Corporate Change
 - Highlighting and Note-Taking Reengineering Revolution Critical Studies Of Corporate Change
 - Interactive Elements Reengineering Revolution Critical Studies Of Corporate Change
8. Staying Engaged with Reengineering Revolution Critical Studies Of Corporate Change
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Reengineering Revolution Critical Studies Of Corporate Change
9. Balancing eBooks and Physical Books Reengineering Revolution Critical Studies Of Corporate Change
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Reengineering Revolution Critical Studies Of Corporate Change
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Reengineering Revolution Critical Studies Of Corporate Change
 - Setting Reading Goals Reengineering Revolution Critical Studies Of Corporate Change
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Reengineering Revolution Critical Studies Of Corporate Change
 - Fact-Checking eBook Content of Reengineering Revolution Critical Studies Of Corporate Change
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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