

THE NEUROLOGIC ORGANIZATION



Neurotic Organization Diagnosing And Changing Counterproductive Styles Of Management

**George R. Goethals, Scott T.
Allison, Georgia J. Sorenson**



Neurotic Organization Diagnosing And Changing Counterproductive Styles Of Management:

The Neurotic Organization Manfred F. R. Kets de Vries, Danny Miller, 1987 **The Neurotic Organization** Manfred F. R. Kets de Vries, Danny Miller, 1984-08-28 Is your organization obsessive compulsive or passive aggressive Corporate neurosis expert Manfred Kets de Vries analyzes dysfunctional organizational behavior in terms of accepted psychoanalytic types and arrives at some genuine insights into why some companies are healthier than others **New Directions in Management and Organization Theory** Jeffrey A. Miles, 2014-03-25 This book is a collection of the best seventeen papers from the first Management Theory Conference held at the University of the Pacific in San Francisco California on September 27 and 28 2013 The authors of these papers are some of the best management researchers in the world including Anette Mikes Robert S Kaplan and Amy C Edmondson Harvard Business School Sarah Harvey University College London Randall S Peterson London Business School Jack A Goncalo and Verena Krause Cornell University Karen A Jehn University of Melbourne Yally Avrahampour London School of Economics and Political Science Tammy L Madsen Santa Clara University and Sim B Sitkin Duke University All of the papers in this book present the latest theoretical developments that were discussed at the first Management Theory Conference The purpose of the conference was to help address the shortage of new management and organization theories The mission of the conference was to facilitate recognize and reward the creation of new theories that advance our understanding of management and organizations The conference was held to motivate management researchers to create new theories and to provide researchers with a supportive forum where those new theories could be presented discussed and published Chapter Seventeen is the winner of the Wiley Outstanding New Management Theory Award Authors Chris P Long Sim B Sitkin and Laura B Cardinal present a theory to explain the drivers of managerial efforts to promote trust fairness and control They theorize how superior subordinate conflicts stimulate managers concerns about managerial legitimacy and subordinate dependability in performing tasks and hypothesize how managers attempt to address these concerns using trustworthiness promotion fairness promotion and control activities This book also contains written summaries of the two keynote addresses that were given at the conference by Roy Suddaby editor of Academy of Management Review and Jeffrey Pfeffer Stanford University which comprise Chapters Eighteen and Nineteen Professors Suddaby and Pfeffer present a fascinating debate of the future and new directions of management and organization theories **Managing and Leading Organizational Change** Mark Hughes, 2018-10-10 Organizational change impacts upon all organizations regardless of size and sector In this unique organizational change textbook important ongoing debates about managing change and leading change are combined giving a broader perspective that encourages readers to engage with both management and leadership In combination management and leadership insights inform how organizations are changing and how we can make a positive difference in such processes of change Managing and Leading Organizational Change speaks both to the applied and practical aspects of organizational change as well as questioning the

research and evidence base of organizational change practices Chapters begin with real world insights followed by coverage of the major theories The ongoing nature of these debates is signposted through the inclusion of questioning sections with research case studies showcased This textbook will be particularly beneficial for final year undergraduates and postgraduates studying organizational change strategic change change management and change leadership modules

Debating Bad Leadership Anders Örtengren, 2021-04-02 This stimulating collection tackles the question that is uppermost in most of humanity's minds and hearts right now The novel debating approach that is taken generates a rich understanding of the range of ways in which bad leadership is created manifested and most importantly remedied Professor Brad Jackson Waikato Management School The University of Waikato New Zealand In the midst of a world full of incompetent and incoherent leaders this book is exactly what we need a veritable cornucopia of critical leadership studies Keith Grint Professor Emeritus Warwick Business School UK While we like to have leaders who guide looking at the present state of the world there are far too many leaders who misguide It makes this anthology on bad leadership more than timely The various contributors taking many different perspectives highlight the ways leaders can go astray In these very difficult times this book will be a must read for anybody interested in this subject Manfred F R Kets de Vries Clinical Professor of Leadership

Debating Bad Leadership edited by Anders Örtengren is a book for this time The rise of populism and the emergence of so called strong leaders in many countries have created a social political and economic climate that begs for closer examination of the origins characteristics and forms of especially bad leadership Taking as its starting point the question of why there are so many bad leaders in the corporate world the impressive collection of chapters compiled in *Debating Bad Leadership* canvasses a comprehensive array of issues ranging from toxic psychopathic leadership and ethical failure to issues of poor selection ill considered recruitment leader in competence conflicted or weak followership to the very concept of leadership itself In debating these fundamental issues this book illuminates and educates and offers some remedies both theoretically and practically *Debating Bad Leadership* challenges scholars students and practitioners of leadership to continue this fundamental discussion for the benefit of us all Gabriele Lakomski Professor Emeritus Melbourne Centre for the Study of Higher Education University of Melbourne Australia In this book leadership experts explore why there are so many bad leaders and suggest remedies for how the current situation could be improved Some of the experts suggest that reasons for why bad leaders are so common are searched for in people more specifically leaders to become acting leaders or followers Others suggest that reasons are to be found in the leadership role or expectations on those having such role in the lack of support for leaders or in beliefs about leadership On the backdrop of their suggested explanations as to why there are so many bad leaders the experts suggest remedies that could be taken to decrease the number of bad leaders as well as their negative impact The very presumption that this book rests upon also gets its fair share of critique by some of the experts Anders Örtengren is Professor of Working Life Science at the University of Agder Norway He is the editing founder of the book

series Palgrave Debates in Business and Management Leadership and Liberation Seán Ruth, 2012-08-21 How do leaders influence the people around them Is leadership about having particular personality traits or is it about what leaders actually do and the types of relationships they build This ground breaking book looks at how to be an effective leader It presents a model of leadership that has many practical implications for those who occupy formal leadership roles or who seek to influence events informally This model views leadership as a collaborative influence process rather than a hierarchical or authoritarian one By looking at leadership in the context of liberation it provides the reader with an alternative perspective enabling them to think about their own aims and effectiveness as a leader It analyses our understanding of oppressed and oppressor groups and how processes of mistreatment develop and become institutionalised From this standpoint effective leadership is presented as a means of confronting inequality and initiating positive change The practical skills required by leaders to assist them in becoming agents of change and influence and in dealing with the inevitable conflicts that arise in complex interpersonal situations are considered The reasons why leaders are targets of attack are also looked into as well as the situations in which they can act as a positive force for transformation Containing an in depth review of the development of leadership theory Leadership and Liberation also critically evaluates main stream approaches and analyses the implications for leaders on the ground The lessons to be learned are applicable to leaders in all types of groups and organisations and will be of interest to those studying psychology business and management *Effective Leadership* Len Sperry, 2013-05-13 This book will interest clinicians who have wondered what professional practice would be like in the corporate setting and want to learn more about the psychological and organizational dynamics that drive executive behavior Based on the premise that leadership effectiveness is a function of both leader productivity and health this book reviews the latest information and research data and offers case studies to illustrate specific strategies for maximizing executive health Len Sperry has been consulting to executives and organizations for 30 years and has written numerous articles and several books on executives and workplace dynamics Designing Effective Organizations David K. Banner, T. Elaine Gagné, 1995 Takes a holistic approach that is often lost in more narrow minded texts Great for graduate students Robert Kramer Department of Management Science George Washington University With its distinctive voice this is a basic text for all courses on organizational theory BUSINESS HORIZONS This book presents an avant garde approach to an important topic about which to my way of thinking no one else has written even a contemporary book The authors perspective readily allows the reader to comprehend and appreciate what is always present often hidden and almost always controversial the subjective side of organizational life The book you are about to read provides the rationalist and the veteran exactly what they each crave the most It provides synthesis and order within a structure that acknowledges the interaction between an individual s motivations and needs and the apparent order that individual perceives The use of cartoons and other right brain highlighters allow readers to look down as opposed to looking up to understand and critique a phenomenon that a theory

purports to explain and to self reflect on the importance a theory holds for the field Certainly this is a book for the 1990s from the Foreword by Samuel A Culbert John E Anderson Graduate School of Management University of California Los Angeles What the authors are attempting is very difficult David K Banner and T Elaine Gagn are declaring the presence of a new paradigm of the organization before it has actually crystallized and become part of the mainstream of organization theory As such the book is an act of leadership Peter B Vaill Professor of Human Systems School of Business and Public Management The George Washington University A valuable resource to the students and instructors of organizational design and theory courses The comprehensive coverage of traditional organization theory topics coupled with the authors contemporary orientation and transformational perspective ensure this The organizational design and theory text by Banner and Gagn addresses an important fact of organizational life that is usually ignored or given superficial treatment at best in existing organization theory texts namely that our implicit assumptions worldviews metaphors paradigms and organizational culture are important determinants of why we organize the way we do Douglas Austrom President and Cofounder Turning Point Associates Indianapolis Indiana A valuable basic text for business related undergraduate or postgraduate programmes on organization theory and practice particularly from a transformational perspectives LONG RANGE PLANNING Providing a distinctive voice Designing Effective Organizations is the new basic text for the undergraduate or MBA level course on organization theory Although it contains the same comprehensive topical coverage as the leading traditional organization theory texts Designing Effective Organizations is definitely not a clone of the others in the field David K Banner and T Elaine Gagn develop a transformational perspective which sees the world of the organization as a projection of each organizational member s consciousness as opposed to the traditional rational perspective They thoroughly cover all the basics but in a manner that reflects today s changing management paradigms Designing Effective Organizations is the perfect text for scholars researchers professionals and graduate and undergraduate students in organization studies management sociology public administration and education

Organizational Influence Processes Robert W. Allen, Lyman W. Porter, H.L. Angle, 2016-09-16 With more than two thirds fresh material this new updated edition of Organizational Influence Processes provides an overview of the most important scholarly work on topics related to the exercise of influence by individuals and groups within organizations In selecting articles for inclusion the editors were guided by the conviction that the most useful and interesting way to view organizational influence is to take a directional approach that is to consider the process from the perspective of downward lateral and upward influence They have organized the readings around this framework preceded by an introductory group of articles dealing more generally with the nature of influence processes and power The book includes both classic readings and the latest cutting edge research from some of the most respected experts writing in the field It will be equally useful for any upper level undergraduate or graduate course concerned with organizational behavior group behavior leadership or power and politics

Improving Business Performance Through Innovation in the Digital

Economy Oncioiu, Ionica, 2019-09-06 In the 21st century advancements in the digital world are bringing about rapid waves of change in organizational management As such it is increasingly imperative to discover ways for businesses to adapt to changes in the markets and seize various digital marketing opportunities Improving Business Performance Through Innovation in the Digital Economy is an essential reference source for the latest research on the impact of digital computing It investigates new economic and entrepreneurial approaches to enhancing community development Featuring research on topics such as business ethics mobile technology and cyber security this book is ideally designed for knowledge workers business managers executives entrepreneurs small and medium enterprise managers academicians researchers students and global leaders seeking coverage on the management of sustainable enterprises Finding Your Way in the Consulting Jungle Arthur M. Freedman, Richard E. Zackrison, 2002-02-28 Chart your path in the consulting jungle Finding Your Way in the Consulting Jungle a book in The Practicing Organization Development series offers OD consultants the information and guidance they need to understand their place in the consulting network differentiate themselves from other types of consultants and work with both clients and colleagues to make sure everyone's needs and expectations are met Finding Your Way in the Consulting Jungle offers practical advice on how to Differentiate and market yourself Interview prospective clients Write proposals Transports the reader from the safety of the classroom into the complex unpredictable and often hazardous world that they describe as the consultant jungle It is a great resource for graduate level OD programs consultant training courses AND corporate managers who hire consultants C Patrick Fleenor Ph D director International Business Programs Albers School of Business and Economics Seattle University *Integral Leadership* John P. Forman, Laurel A. Ross, 2013-04-18 This groundbreaking book offers leaders a way to determine what theories models and tools best meet the needs of their organizations Authors and organizational consultants John P Forman and Laurel A Ross know leaders are awash in business theory often coming from well thumbed bestsellers But how do you match promising theories to real people and circumstances Using the insights of Integral Theory particularly Ken Wilber's AQAL framework the authors provide a simple yet elegant outline that appreciates and engages a wide range of leadership theories and techniques Four major leadership styles emerge the Impulsive Diplomatic Achiever and Pluralistic approaches The authors describe the presuppositions characteristics advantages and disadvantages of each using a variety of real life examples of individual leaders and organizations Forman and Ross propose an emerging Integral perspective and suggest integral modes of performance management change management and teamwork Ultimately the Integral perspective gives leaders the insight and flexibility to use a range of resources to meet organizational needs in a rapidly changing world OUT OF PRINT: Health Organizations: Theory, Behavior, and Development James A. Johnson, 2008-02-01 **OUT OF PRINT** James A. Johnson, PhD, Leading the Congregation Roger Heuser, Norman Shawchuck, 2010 A complete and definitive guide to the practice of church leadership newly revised **Listening Deeply** Howard F Stein, 2021-11-28 So much in our society is

based on the importance of doing achieving striving intervening and producing In contrast Listening Deeply attempts to re establish listening and attentiveness toward others as the key to consulting with organizations Professor Howard Stein uses his training in anthropology and psychology to shed light on organizational relationships and tensions He shows how a consultant can safely allow emotionally charged issues to emerge so that healing can begin Using brief and extended case examples from his own consulting practice Stein illustrates his approach of creating a safe holding environment in which members of an organization can express difficult emotions and learn to understand themselves and their colleagues better He encourages consultants to use the self creatively and constructively to look beyond the obvious in interpreting messages from group members Sometimes it is only through the consultants own emotional response that the root of the organizations problem becomes clear Stein provides concrete examples that show the consultant how to listen for underlying themes and thoughtfully analyze both the text and subtext of an organizations culture Through his cases Stein demonstrates how the consultant can go beyond conventional problem solving to promote healing growth and ultimately a better working environment

The Routledge Companion to Leadership John Storey, Jean Hartley, Jean-Louis Denis, Paul 't Hart, David Ulrich, 2016-09-13 Leadership has never been more important and divisive than it is today The idea and discourse of the leader remains a critical factor in organizational and societal performance but there is evident tension between the persistent focus on the critical importance of individual leaders and the increasing emphasis on collective leadership The Routledge Companion to Leadership provides a survey of the contentious and dynamic discipline of leadership This collection covers key themes in the field including advances in leadership theory leadership in a range of contexts and geographies leadership failure leadership process and leadership development Topics range from micro studies to wider political analyses of leadership taking in unusual but important aspects such as portrayals of leadership in architecture media and science fiction Contributions from 61 internationally renowned authors from 16 countries make available the full range of perspectives approaches and insights on the idea of leadership Providing both a social sciences and a psychological approach these go beyond common themes to offer diverse perspectives on such topics as emotion and leadership portrayals of leadership This volume situates leadership debates and evidence within contemporary leadership crises while ensuring that the explorations of the issues are of enduring relevance With wide and critical coverage of the key topics and potent contextualization of themes in current events The Routledge Companion to Leadership is the ideal resource for graduate study in leadership

The SAGE Encyclopedia of Leadership Studies George R. Goethals, Scott T. Allison, Georgia J. Sorenson, 2023-02-14 This book presents key concepts and research illuminating leadership and many of the most important events in human history that reveal the nuances of leadership good and bad

The Good Enough Manager Aaron Nurick, 2020-04-22 Nearly ten years after he wrote this humanistic exploration of The Good Enough Manager or GEM Aaron Nurick returns with an updated edition What makes a GEM at the dawn of a new decade The book s central questions remain How do the best managers

behave What sets them apart from their peers What impact do they have on their subordinates and co workers The GEM concept stems from the psychological theory of the good enough parent who provides an environment where an infant learns to develop an autonomous and genuine self Just as there is no such thing as a perfect parent managing people in organizations is an inherently human and fallible endeavor mainly because managing occurs by and through human relationships Through the words of over 1 000 study respondents GEMs are shown to be mentors and teachers relationship builders and models of integrity for their workers Each of these themes is explored making connections to the right brain thinking of artists and other creative professionals managing with emotional intelligence and historical ideas about management and leadership as adaptive human processes The central humanistic theme of the book along with its practical implications resonates more than ever in the current divisive and turbulent environment The second edition incorporates up to date trends and themes including the impact of increased globalization increased tribalism cultural and political polarization and populism the great expansion and proliferation of technology and the emergence of the gig economy Upper level undergraduate and postgraduate students as well as practicing managers will be inspired to rethink their own approaches to management in business government and other organizations Corporate Truth Adrian Henriques, 2013-09-05 In the corporate jungle inhabited by Enrons and WorldComs a lack of transparency is the root of all scandal Yet delivering transparency seems immensely difficult with the often competing interests of shareholders corporate boards government regulators and other stakeholders to be taken into account Drawing on a vast wealth of real life examples from the commercial world this lively business book goes in search of the appropriate limits of transparency From commercial confidentiality and the ethics of marketing to lobbying and corporate corruption the author addresses the position significance and limits of transparency in modern corporate life working through the dilemmas presented by the increasing calls for transparency From the secrets of the boardroom to the struggles of NGOs transparency is a persistent challenge How much is enough How much do we need And how do companies actually report on their impacts

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