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Organisation Development Metaphorical Explorations

Cliff Oswick and David Grass



Organisation Development Metaphorical Explorations

Andrew D. Brown

Organisation Development Metaphorical Explorations:

Organisation Development Cliff Oswick, David Grant, 1996 The use of metaphors to explain organizational development is an increasingly popular method within this area Those metaphors contained in this text seek to address the limitations of and the problems associated with organizational theory as well as focusing on the strengths and benefits **Interpretation, Organization** Loizos Heracleous, 2006-10-26 This much needed systematic 2006 exploration of the emerging field of organizational discourse addresses scholarly perspectives as well as empirical applications of the concepts The interpretive functional critical and structurational perspectives are examined in detail and application chapters illustrate how discourse theory can be employed in field research 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 Routledge Companion to Organizational Change David Boje, Bernard Burnes, John Hassard, 2012-10-02 Organizations change They grow they adapt they evolve The effects of organizational change are important varied and complex and analyzing and understanding them is vital for students academics and researchers in all business schools The Routledge Companion to Organizational Change offers a comprehensive and authoritative overview of the field The volume brings together the very best contributors not only from the field of organizational change but also from adjacent fields such as strategy and leadership These contributors offer fresh and challenging insights to the mainstream themes of this discipline Surveying the state of the discipline and introducing new cutting edge themes this book is a valuable reference source for students and academics in this area

Crafting Strategy Loizos Heracleous, Claus D. Jacobs, 2011-06-02 This book presents a theoretically informed approach to creative strategizing based on building metaphorical structures that represent organizations The SAGE Handbook of Organizational Discourse David Grant, 2004-08-24 Providing an overview of domains such as study methodologies and perspectives used in research this text shows how discourse analysis has moved beyond its roots in literary theory to become an important approach in the study of organizations Exploring Morgan's Metaphors Anders Örtenblad, Kiran Trehan, Linda L. Putnam, 2016-07-05 Gareth Morgan's monumental book Images of Organization revolutionized the field of organization theory In honor of Morgan's classic text this edited volume Exploring Morgan's Metaphors Theory Research and Practice in Organizational Studies by Anders rtenblad Kiran Trehan and Linda L Putnam illustrates how Morgan's eight metaphors inform research practice and organizational intervention in a variety of contexts Including contributions from well known experts in their fields specifically Joep Cornelisen Cliff Oswick David Grant and Gareth Morgan this new text offers fresh perspectives and sets forth new metaphors for conceptualizing organizations in today's workforce Readers will gain insights and guidelines into the different ways that Morgan's metaphors and metaphorical thinking can be used to better

understand organizational life as well as how to study and develop organizations Researching with Feeling Caroline Clarke, Mike Broussine, Linda Watts, 2014-10-10 Why should researchers be interested in their feelings and emotions as they carry out research Emotion is what it is to exist to be human and is present in every sphere of our lives All activities are infused with emotion even those that are constructed as rational because rationality and emotionality are interpenetrated and entwined because all thinking is tinged with feeling and all feeling is tinged with thinking This book illuminates the emotional processes of doing social and organizational research and the implications of this for the outcomes of research With contributions from leading academics and research practitioners it addresses the significant issue of the sometimes intense emotional experiences involved in doing research and the implications it has for the theory and practice of social research By examining the nature of feelings and emotions it explores how we might understand researchers emotions and experiences and considers the often powerful feelings encountered in a variety of research contexts Topics discussed include power relations psycho social explanations of researcher emotions paradoxical relations with research participants and the sometimes disturbing data that is gained research supervision the politics of research gender publishing undergoing vivas and presenting at conferences This book will therefore be a valuable companion to researchers and research students from the start of their career onwards Organizational Discourse Renata Fox, John Fox, 2004-10-30 This work supplies a concrete definition of Corporate Public Discourse an idea that has always lacked true character It explores how leading corporations use their own special language to define their cultures The authors take this language once considered a mere embellishment of speech and use it to explore the inner workings of world renowned organizations. This book bridges the gap between organizational studies and linguistics by analyzing the communications of today s top companies The book describes a weekly Saturday morning meeting at Wal Mart evaluates IBM s commitment to success and looks into the social role of high caliber CEOs Broken into seven parts including management media and analysis the study efficiently frames the importance of corporate communication Organizational Change: Themes and Issues Jim Grieves, 2010-02-11 Organizational Change Themes and Issues presents a critical approach to organizational change viewing change as a series of critical reflections rather than a series of recipes or models **Discourse and Organization** David Grant, Tom W Keenoy, Cliff Oswick, 1998-09-18 This major work from renowned scholars in the field analyzes the role of language and symbolic media and shows how this enables us to move to new levels of understanding of contemporary organizational issues An introductory chapter examines the role and growing importance of discourse in the study of organizations It critically evaluates the contributions of various disciplines and defines organizational discourse as a subject area The chapters in the first section Talk and Action explore the relationship between discourse action and interaction and their impact on organizational structure and behaviour Stories and Sensemaking focuses on the analytical potential of the story as a means of illuminating the ways in which organizational members make sense of their experience of organization Discourse and

Organization includes contributions which demonstrate the fundamental significance of linguistic uSAGE and discursive construction to the ontologies of organization Finally a concluding discourse explores the claims and limitations of organizational discourse as a means of enriching our understanding of organization Talking in Clichés Stella Bullo, Derek Bousfield, 2022-11-03 For decades social perspectives and even academic studies of language have considered clich s as a hackneyed tired lazy unthinking and uninspiring form of communication Authored by two established scholars in the fields of Systemic Functional Linguistics and Discourse Studies and Pragmatics this cutting edge book comprehensively explores the perception and use of clich's in language from these complementary perspectives It draws data from a variety of both written and spoken sources to re interrogate and re imagine the nature role and usage of clich's identifying the innovative and creative ways in which the concepts are utilised in communication interaction and in self presentation Observing a rich complex layering of usage the authors deconstruct the many and varied ways in which clich's operate and are interdependently constructed from the role they play in discourse in general to their functions as argumentative strategies as constructs of social cognition as politeness strategies and finally as markers of identity Strategic Human Resource Development Jim Grieves, 2003-02-18 By challenging the reactive prescriptive and formulaic theories of late 20th century change management Strategic Human Resource Development seeks to draw the boundaries for a new discipline that views change as an internal and proactive approach to organizations The New Handbook of Organizational Communication Fredric M. Jablin, Linda L. Putnam, 2001 Praise for the First Edition I recommend this book to anyone who is seriously interested in organizational communication It is a unique and outstanding work Researchers in the area will find this work extremely pertinent to their activities Journal of Applied Systems Analysis The Handbook of Organizational Communication like the original is a landmark in the field of organizational communication. The handbook provides a more up to date analysis of the latest advances in this exciting field It assists in establishing a clear identity of this discipline that has grown tremendously over the latter part of the century The contributors pioneers in the field provide a more multidisciplinary perspective drawing equally from the fields of organizational behaviour management studies and communication An essential resource for researchers teachers professionals and advanced students in organizational communication management organizational behaviour and organizational studies this handbook provides An historial overview of organizational communication as a discipline More than half the chapters explore topics not included in the original handbook Part 1 examines methodological issues as well as theoretical ones including quantitative and qualitative research methods and language discourse analysis Each chapter not only reviews and updates research in its respective area but also included discussions of research and theory from around the world BUSINESS, SUSTAINABLE DEVELOPMENT & OTHER EMERGING ISSUES Dr. Sudipta Mondal, Gourab Das, 2021-09-23 **Making Sense of Work Through Collaborative Storytelling** Tricia Cleland Silva, Paulo de Tarso Fonseca Silva, 2022-02-10 Collective sense making starts with individual

stories Stories influence how we construct our sense of self in relation to others and our social environment especially within the world of work The stories we tell ourselves at work particularly during times of change impact our relationships and the collaboration with those who are engaged in the same work activities Stories that we take for granted as common sense may not resonate with others leading to conflict and tensions This book focuses on the development of collaborative practices at work and in organisations through Collaborative Storytelling from sharing stories to exchanging experiences and building a common narrative collectively This open access book will be of interest to practitioners and academics working in the fields of adult education equity and inclusion human resource management practice based studies organisational studies qualitative research methods sensemaking storytelling and workplace identity The Oxford Handbook of Identities in Organizations Andrew D. Brown, 2020-01-16 Conceived as the meanings that individuals attach to their selves a substantial stockpile of theory related to identities accumulated across the arts social sciences and humanities over many decades continues to nourish contemporary research on self identities in organizations. In times which are more reflexive narcissistic and fluid the identities of participants in organizations are increasingly less fixed and less certain making identity issues both more salient and more interesting Particular attention has been given to processes of identity construction often styled identity work Research has focused on how why and when such processes occur and their implications for organizing and individual group and organizational outcomes This has resulted in a burgeoning stream of research from discursive dramaturgical symbolic socio cognitive and psychodynamic perspectives that most often casts individuals efforts to fabricate identities as intentional relational and consequential Seemingly intractable debates centred on the nature of identities their relative stability or fluidity whether they are best regarded as coherent or fractured positive or not and how they are fabricated within relations of power combined with other conceptual issues continue to invigorate the field However these debates have also led to some scepticism regarding the future potential of identities research Yet as the chapters in this Handbook demonstrate there are considerable grounds for optimism that identity as root metaphor nexus concept and means to bridge levels of analysis has significant potential to generate multiple compelling streams of theorizing in organization and **Shop Window, Flagship, Common Ground** Judith A. Muskett, 2019-11-30 How are cathedrals and management studies churches understood Are they shop windows through which to gaze at the riches on offer within the Christian life Are they flagships of the Spirit Are they both sacred spaces and community utilities Shop window flagship common ground views the rich ministry and innovative mission of cathedrals through the novel lens of metaphor and it offers comparative insights on cathedrals and cathedral like churches Located in the emerging international field of cathedral studies the book explores the usage and inferences of a range of metaphors including shop windows of the Church of England flagships of the Spirit beacons of the Christian faith magnets and sacred space common ground This volume also shows how such metaphors can stimulate different types of research about the function of cathedral and church buildings With a Foreword by Professor

Grace Davie the book suggests that cathedrals and cathedral like churches may play a role within vicarious religion theory It will provide a thought provoking critique for practitioners and a valuable contribution for scholars of cathedral studies congregational studies and ecclesiology Self-Help Groups for Parents of Children with Intractable Diseases Tomofumi Oka, 2003-09 The purpose of this dissertation is to examine the organisational problems and in particular the leadership problems of self help groups in Japan for parents whose children have intractable diseases Since 1993 I have been involved with these parent groups and have conducted three sorts of qualitative interview thirteen informal conversational interviews four focus group interviews and fourteen guided interviews involving the members of twenty one parent groups Part of the research was carried out as participatory action research in which a research team was formed and authorised by the parent groups My findings have shown that the groups most serious problems lay not outside their groups but within with the shortage of suitable leaders who volunteered in the activities Three different sorts of account were given concerning the leadership shortage They included justification accusation and exposure the participants claimed that taking care of ill children caused the leadership shortage selfish members created it or the determination of older leaders to remain at the helm prevented new members from becoming leaders Cognitive maps have been drawn of these situations I have explained the theories behind the free rider and social loafing problems and the leadership traps confronting the parent groups and have applied attribution theory to the results I have discussed the practicality of consultation for group leaders and argued that organisational socialisation should be activated in the parent groups while propounding the island within a lake model of parent groups Methodologically I have discussed social research within Japanese culture and the ethical issues pertain to participatory action research Stories, Visions and Values in Voluntary Organisations Christina Schwabenland, 2016-04-01 Christina Schwabenland's book is based on extensive research into stories told by people working in voluntary organizations in the UK and in India With a view to social change the author employs hermeneutic methods to explore how stories create and sustain meaning and how storytelling contributes to the making and remaking of our social world Specific topics addressed in the book include the role of storytelling in starting a new organization managing hope and despair empowering participatory leadership and stimulating creativity and innovation The book will be of interest to theorists and practitioners interested in the role of storytelling in organizational analysis the role of organizations in achieving social change the growing centrality of the voluntary sector in public policy and the intersection between the corporate public and voluntary sectors

Reviewing Organisation Development Metaphorical Explorations: Unlocking the Spellbinding Force of Linguistics

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