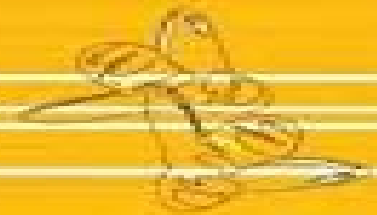


Management Fads and Buzzwords

Critical-Practical Perspectives



David Collins

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management a field that has risen to prominence in recent decades It collects contemporary insights from more than 30 contributors into the rich tapestry of knowledge management practices across a broad landscape of cultures and socio political contexts The contributors offer authoritative analyses to inform practical applications of knowledge management along with provoking reinterpretations of its developmental potential to guide future innovation and research in this field The starting point for discussion centers around establishing a common definition for knowledge management a concept that has remained nebulous since its inception Expert contributions examine the relevance of this common definition within various contexts such as Buddhist organizations law firms the army and indigenous organizations The contributors explore how knowledge management could be effectively applied in these very diverse contexts Some contributors analyze the universality of Ikujiro Nonaka s concept of knowledge management Other contributors suggest alternative definitions of knowledge management While previous literature has primarily focused on how knowledge management is practiced currently this handbook sets out alternative visions and conceptualizations of knowledge management in diverse settings and is thus focused on how knowledge management ideally should be practiced in various contexts This Handbook of Research on Knowledge Management will appeal as a point of reference for academics and students of business and management business administration sociology and organizational behavior Practitioners managers and business owners alike will also find this an invaluable resource

The Leadership of Organizational Change Mark Hughes,2015-10-05 Understanding both leadership and change have been recurrent and popular themes within the business management and organization studies literature However our understanding of leadership and organizational change in combination is far more limited The Leadership of Organizational Change offers a critical review of the evolution of leadership and organizational change for the past thirty five years taking stock of what we know identifying what we do not know and establishing how the study of the leadership of change should advance In the late seventies and early eighties as interest in managing and leading change was fuelled by the competitive threat of Asia in general and Japan in particular as perceived by western businesses and governments Burns 1978 writing in his landmark book Leadership at this time referred to an intellectual crisis The crisis of leadership today is the mediocrity or irresponsibility of so many of the men and women in power but leadership rarely rises to the full need for it The fundamental crisis underlying mediocrity is intellectual If we know all too much about our leaders we know far too little about leadership While the study of managing change has benefitted from sustained critical scrutiny particularly in the last decade it is believed that this is to have been at the expense of critical scrutiny of leading change The Leadership of Organizational Change critically reviews how the study of leading change has advanced since 1978 and the crisis of intellectual mediocrity

Discourse on Leadership Bert A. Spector,2016-07-21 In a wide ranging and provocative new study Bert A Spector provides a critical analysis of past and present theories of leadership Spector asserts that our perception of leadership influences who we vote for who we hire and promote and ultimately who we choose to grant our

authority to Focusing on leadership in discourse the book sets out to explore how the notion of leadership has been articulated studied and debated by academics but also by practitioners journalists and others who seek to influence the thoughts of others Paying particular attention to the social economic political intellectual and historical forces that have helped shape the discussion Discourse on Leadership offers an insightful historiography of leadership as a concept and considers how our understanding of it continues to evolve

Dilemmas of Leadership Tudor Rickards,2015-06-17

Leadership the practice of focusing and motivating a group or organization to achieve its aims is a much discussed but often misunderstood concept This comprehensive textbook introduces the subject for Masters level students Readers are invited to make a series of metaphorical journeys of discovery thematically organized around fundamental dilemmas within the field of leadership studies Building on the success of previous editions the text uses a simple map based approach to consider dilemmas such as Is a leader born or made How are tensions between ethical dilemmas and economic self interest resolved How does a leader s desire for control balance with the need to empower members of the organization This third edition contains a brand new chapter on leadership in sport an enhanced chapter on creativity and more international content Also new to this edition is a companion website containing PowerPoint slides revision quizzes and a tutor s guide This text will be essential reading for Masters and MBA students on leadership courses and will also be illuminating for managers pursuing leadership development

Managing Change, Creativity and Innovation Patrick Dawson,Constantine

Andriopoulos,2014-01-07 This bestselling text continues to provide a fresh approach to organisational change by linking it to the key drivers of creativity and innovation but now contains improved coverage of approaches to change It explores change as a human and social process looking at the vital role leadership entrepreneurship and creativity play in change management rather than viewing it as a series of systems and mechanisms In doing so it provides all the theoretical and practical understanding you will need as both a student of change and a future manager The second edition comes with access to a range of learning and revision aids online and is packed with cases and examples from around the globe Visit the companion website today at www.uk.sagepub.com/dawson Lecturers instructors request a free digital inspection copy here

Leadership as Identity J. Ford,N. Harding,M. Learmonth,2008-09-12 Management has failed its successor is leadership Can leadership fulfil the promises that are made in its name This book is written for those charged with being leaders and uses poststructuralist theory to provide a language for the confusions and uncertainties that leadership can often bring

The Right Tools for the Job A. Cox,C. Lonsdale,J. Sanderson,G. Watson,2005-01-13 This book is the result of a four year study into the most commonly used management tools and techniques in the areas of business strategy and finance marketing production and operations and procurement and supply chain management It explains which tools are used in small medium sized and large companies whether based in the US Europe or Asia across many different industrial and service sectors It explains where companies find out about particular tools and examines which appear to be the most

successful **Organizing Words** Yiannis Gabriel,2008-10-30 Organizing Words presents a series of essays on some 220 widely used and much debated terms in the social sciences and organization studies Each essay explores the meanings and uses of the word and also the controversies they have sparked The book aims to be a first port of call for students researchers and scholars who wish to familiarize themselves with these key ideas and use them in their own work The book is neither an encyclopaedia nor a dictionary but a thesaurus As such it combines both the original meaning of a thesaurus as a treasure trove with its more contemporary characteristics of an accessible and practical resource Primarily aimed at those interested in social and organizational studies it will appeal to all those interested in the human sciences It does not claim to be canonical or all inclusive but each entry seeks to enlighten and help without patronizing or obscuring disagreements and difficulties The book seeks to be reassuring without being complacent or comfortable to be authoritative without being doctrinaire and to be critical without being destructive Words help us express ourselves and make sense of our experiences and our actions and they help us to organize ourselves our thoughts and our universe Organizing Words will be an invaluable resource for essay writing and a useful tool in planning and carrying out projects and dissertations Most of the entries have been written by Yiannis Gabriel with 40 essays coming from other experts in particular areas **Leadership** Brigid Carroll,Jackie Ford,Scott Taylor,2015-11-16 This book is not available as a print inspection copy To download an e version click here or for more information contact your local sales representative Shortlisted in the Management and Leadership Textbook Category at CMI Management Book of the Year Awards 2016 The authors an international team of experts guide students on an entertaining journey through key concepts contemporary issues and debates in leadership studies Students can Understand how theory comes to life through a fascinating selection of case studies ranging from political leaders such as Tony Blair to business leaders such as Steve Jobs and from leadership in the arts to leadership in gang culture Be inspired by the Leadership on screen feature which encourages analysis of how leadership is represented in film and TV including The Dark Knight Game of Thrones The Hunger Games and Grey s Anatomy Visit the companion website for access to additional resources including author videos and journal articles Critical and rigorous yet also easy to digest this text is ideal for students and practitioners with or without any prior knowledge of the field Representing Organization Simon Lilley,Geoffrey Lightfoot,Paulo Amaral M. N.,2004-06-17 This textbook provides an accessible theoretical analysis of the organizational impact of information technologies It seeks to examine and comment upon the myriad ways in which actors organizations and environments are represented through these technologies Contemporary threats to organizational form and stability are considered alongside the potential that information technologies offer to both exacerbate and overcome them It examines amongst others issues surrounding the material and symbolic aspects of information systems risk and prediction systems implementation and systems success knowledge management practices accountability and other management practices computerized modelling and the virtual organization To this end it deploys a number of different

theoretical lenses including systems theory social constructivism labour process theory post structuralism actor network theory These offer complementary and contrasting insights into the computerization of managerial work In order to ensure that the book is both relevant and approachable to students from a range of backgrounds these theories are applied to real examples of the development and implementation of information systems This combination fosters practical knowledge that is theoretically informed The book thus aims to bridge the gap between the abstractions of current theories of organization and the grounded material that forms the bulk of Information Systems literature It thus offers a novel way into the ongoing debates surrounding technological change and the perennial problems of managerial control It has been designed to support theoretically informed Information and Technology courses at the advanced undergraduate and postgraduate levels and will also be of interest to academics in the fields of Management Information Technology Sociological and Cultural studies

Globalization and Social Responsibility Kiymet Tunca Caliyurt, David Crowther, 2008-12-11 Over the last decade the question of the relationship between organisations and society has been subject to much debate often of a critical nature The decade has seen protests concerning the actions of organisations exposures of corporate exploitation and unfolding accounting scandals At the same time ethical behaviour and a concern for the environment have been shown to have a positive correlation with corporate performance The nature of corporate social responsibility is therefore a topical one for businesses and academics There are however many different perspectives upon what is meant by corporate social responsibility and how this might be applied within organisations This book explores some of these different perspectives based upon the experiences of different people in different parts of the world There has been much written about globalisation some of it positive and much of it negative It is a subject which arouses definite opinions Despite the fact that the word globalisation is part of the title of this book it is not our intention to contribute to this debate Instead we use the word globalisation in its original sense to represent the ubiquity of the concern for Corporate Social Responsibility CSR which is the subject matter of this book Specifically we are concerned with the social contract between an organisation and its stakeholders It is apparent that any actions which an organisation undertakes will have an effect not just upon itself but also upon the external environment within which that organisation resides In considering the effect of the organisation upon its external environment it must be recognised that this environment includes both the business environment in which the firm is operating the local societal environment in which the organisation is located and the wider global environment Effectively therefore there is a social contract between organizations and their stakeholders Recognition of the rights of all stakeholders and the duty of a business to be accountable in this wider context therefore has been largely a relatively recent phenomenon The economic view of accountability only to owners has only recently been subject to debate to any considerable extent In the current environment there is a need to debate this issue and its implications This book therefore recognises the international scope of the interest in corporate social responsibility both through the contributions made by

the authors of the respective chapters who come from various parts of the world and also through the international importance of the perspectives offered by these contributors In doing so the various authors demonstrate that corporations are a part of society just as much as each of us is as a individual Furthermore they demonstrate that the issues and concerns are not local ones but are international in scope and concern us all The contributions to this book provide a representation of the range of concern for this relationship and the range of topics which fall within the subject matter of CSR Among the authors who have contributed to this book are representatives from every continent and from a wide range of disciplines The topics which are considered in the various chapters are equally diverse Managing Change, Creativity and Innovation

Constantine Andriopoulos, Patrick Dawson, 2008-12-19 I would urge anyone with an interest in managing organisations whether they be students or practising managers to buy this book Bernard Burnes Professor of Organisational Change Manchester Business School University of Manchester Change is truly the one constant in business As such the ability to manage change and its drivers of innovation and creativity is essential Thankfully Andriopoulos and Dawson offer an exceptional treatise on this domain insightful and engaging I encourage management students at all levels to explore this work Marianne W Lewis Director of Kolodzik Business Scholars University of Cincinnati *Managing Change Creativity and Innovation* brings together comprehensive aspects of change management and creativity management providing management and HR students with an accessible and wide ranging resource for study debate and inspiration Balancing theory with practice this book looks at the human side of managing change and creativity treating them as interdependent aspects of management and organizations Topics include Historical overview of business practice and theory Understanding creativity and change Managing individuals teams and nurturing creativity The creative economy and future of organizations Features include Coverage of all the important recent research in the field Real life topical case studies taken from the Financial Times Interactive resources at the end of each chapter including questions exercises topics for debate recommended reading and web resources **Research Handbook on Corporate Social Responsibility in Context**

Anders Örtengren, 2016-11-25 Is corporate social responsibility CSR a universal idea Is the same exact definition of CSR relevant for any organization regardless of context Or would such a definition need to be adapted to fit different types of organizations in different cultures industries and sectors This book discusses how CSR preferably should be practiced in various generalized contexts Experts share their knowledge on whether a broad definition of CSR can be practiced as is or if it first has to undergo changes in as various generalized contexts as Buddhist and Islamic organizations developing countries the food processing industry the shipping industry and the pharmaceutical industry *Resourcing and Talent Management* Stephen Taylor, 2014-02-24 *Resourcing and Talent Management* is the essential companion for the CIPD Level 7 Advanced Resourcing and Talent Management module Mapped to the CIPD unit this textbook offers broad and accessible coverage of topics such as employment markets flexibility fairness diversity human resource planning recruitment employer branding

retention and retirement Dismissals and redundancy are also discussed in depth This fully updated 6th edition of Resourcing and Talent Management includes more international content and examples content on technological developments including e recruitment and resourcing through social media and increased coverage of ethics and CSR Its comprehensive scope makes it ideal for those studying any resourcing talent management or recruitment and selection module Online supporting resources for lecturers include an instructor s manual lecture slides and feedback on exercises in the book Student resources include web links for each chapter

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