

Developing Corporate Character

How to Successfully Change an
Organization without Destroying It

Alan L. Wilkins

Developing Corporate Character How To Successfully Change An Organization Without Destroying It

Mary Jo Hatch, Majken Schultz



Developing Corporate Character How To Successfully Change An Organization Without Destroying It:

Developing Corporate Character Alan L. Wilkins, 1989-01-10 Alan Wilkins explains how an organization with strong character can more successfully adapt to change develop new skills and ensure a successful future without sacrificing established values or strengths He offers step by step instructions on how to determine the readiness of an organization to change and how to identify directions and strategies most likely to succeed And he reveals the signs that indicate the erosion of corporate character and suggests specific management practices to overcome such problems **Culture in**

Organizations Sonja A. Sackmann, 2022-01-03 Culture eats strategy for breakfast Peter Drucker s provocative statement points to the importance of culture for organizations Depending on its characteristics culture contributes significantly to the success or failure of for profit and not for profit organizations Hence managers and leaders need to have an understanding of this important concept for best results This book provides relevant knowledge about the concept of culture This includes its major characteristics and dimensions the way culture functions and influences both the internal life of an organization and the resulting performance The book describes the emergence and development of culture over time as well as the formation and influence of subcultures Even though culture is always present certain situations call for specific attention such as fast growth or stagnation strategic alliances M As or situations of change The book describes how to go about understanding and assessing an organization s culture as a basis for culture change interventions as well as culture sensitive and culture mindful management and leadership Personnel Literature ,1989 **Webs of Resistance in a Newly Privatized Polish**

Firm Jennifer Lynn Roney, 2000 This study examines how the shared cultural values of employees in a Polish firm influenced management attempts to transform organizational practices in a newly privatized factory By introducing a foreign management approach Total Quality Management TQM the management of this factory presents a potential conflict of values between the employees and the management philosophy Tracing the historical and contemporary impact of traditional political and religious influences in Poland and utilizing ethnographic techniques of observation interviews and secondary source data the author identifies four patterns of shared mindsets These mindsets insecurity and instability distrust reluctance to assume responsibility and a struggle between individualism and collectivism generate resistance to the successful implementation of TQM in this factory Organizational studies research has identified cultural differences in values but previous studies have not examined the congruence assessment that employees make when confronted with a management intervention such as TQM The author finds that an incongruence between societal values and the values the employees perceive are embedded in the TQM approach produced actual outcomes that are not consistent with TQM objectives of empowerment teamwork visionary leadership and continuous improvement of quality Employees demonstrated a reduced sense of empowerment team goals that are counterproductive to organizational goals autocratic leadership and an increased focus but not sustainable effort toward improving quality The book examines the reasons for these results through

detailed description and extensive quotations from employees both inside the Polish firm and throughout Polish society

Webs of Resistance in a Newly Privatized Polish Firm Jennifer Lynn Roney, 2021-11-18 First Published in 2000 This is a research study that includes deep description supported by research in organizational studies as well as Polish history sociology and anthropology of the perceptions of employees in a single Polish factory This factory is experiencing the uncertainties and opportunities of tremendous change in external contingencies and internal operations The employees in this factory are trying to adjust to a new owner and many new managers the fear of lay offs and confusion about the world in which they now find themselves

Management Ethics Joseph A. Petrick, John F. Quinn, 1997-06-10 Management Ethics Integrity at Work redefines what it means for a manager to function with integrity in the private and public sectors domestically and globally It integrates the latest theoretical work in both descriptive and normative ethics and incorporates legal communication quality and organizational theories into a conceptual framework that improves managerial judgment in the handling of moral complexity at work The authors use their organizational ethics consulting and academic research experience to provide practical assessment and decision making tools that convert ethics theories into sound action steps The book examines three key dimensions of management integrity judgment process and developmental dimensions and applies them to individual chapters devoted to the subprocesses of ethical planning organizing leading and controlling The authors focus their theories and tools on 28 ethics minicases related to each management function in seven allied management application clusters accounting auditing management finance investment management marketing advertising management business management business law human resource management technology quality operations organizational behavior management public nonprofit health care management and international environmental public policy management

Management Ethics Integrity at Work builds management integrity by linking and enhancing both ethics and management competence in responsible planning organizing leading and controlling for use by professionals and students in the private and public sectors domestically and globally

Organizational Identity Mary Jo Hatch, Majken Schultz, 2004 Ranging from theoretical contributions to empirical studies the readings in this volume address key issues of organizational identity e g multiple identities and change in identity These issues are addressed by writers working in diverse fields of study

Nuclear Security Culture Igor Khripunov, Nikolay Ischenko, James P. Holmes, 2007 Proceedings of the NATO Advanced Research Workshop on Nuclear Security Culture From National Best Practices to International Standards Moscow Russia 24 25 October 2005 T p verso

Training Across Multiple Locations Stephen Kreml, R. Wayne Pace, 2001-04-13 In this era of rapid globalization human resource development professionals in every type of organization face the problem of managing training and development across many different often widely dispersed sites Training Across Multiple Locations offers a comprehensive proven model for designing building and assessing every aspect of a multiple location training and development T D system Stephen Kreml and R Wayne Pace detail how to integrate training from multiple locations into a

comprehensive organizational strategy and how corporate training can align those multiple locations with a single corporate vision *Training Across Multiple Locations* draws from numerous real life examples to show how distance learning technology including intra nets web based training and computer based training is being used to manage multi point training at companies like Motorola Ford Boeing Kinko s Hewlett Packard and others With technology the authors reveal training organizations are able to extend their reach and distribute training over a far wider audience in ways that may make current approaches to training less relevant and even obsolete And perhaps most importantly they provide a model for calculating return on investment ROI for these technology based programs Krempf and Pace present a detailed review process for evaluating the effectiveness of multiple location training and development systems and provide specific advice on how to conduct the review and how to share data to enhance unit effectiveness They also include a unique questionnaire that helps teams assess how well they are carrying out their T D responsibilities and how well they are integrating their activities into the corporate business plan Training and development functions survive by maintaining relationships with critical decision makers at all levels in the organization This process is often described in terms of politics and power but *Training Across Multiple Locations* treats the issue simply in terms of how to get the job done The unique process described in this book will encourage better preparation and more informed discussions and decisions allowing managers to better anticipate problems and stay on top of key issues

Reviewing Leadership (Engaging Culture) Robert J. Banks, Bernice M. Ledbetter, David C. Greenhalgh, 2016-06-21 *Evaluating Current Approaches to Leadership* This book offers a comprehensive evaluation of current approaches to leadership from a discerning Christian perspective Combining expertise in leadership theology and ministry the authors take a historical look at leadership and how it is viewed and used in today s context The book is informed by both biblical and leadership studies scholarship and interacts with a number of popular marketplace writings on leadership It also evaluates exemplary role models of Christian leadership The second edition has been updated and revised throughout

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