

The Workplace Within

Psychodynamics of Organizational Life



The Workplace Within Psychodynamics Of Organizational Life

Karen Wendt, Marta Ra



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The Workplace Within Larry Hirschhorn,1990-01-24 In this revealing study Larry Hirschhorn examines the rituals or social defenses organizations develop to cope with change Using extended case studies from offices factories and social services he describes why these often irrational practices that fragment and injure individuals within the workplace exist how they operate and how they can be reshaped to enhance people's work experience *The Workplace Within* Larry

Hirschhorn,1988-01 In this revealing study Larry Hirschhorn looks at the social defenses organizations develop to cope with change **The Wiley-Blackwell Handbook of the Psychology of Leadership, Change, and Organizational**

Development H. Skipton Leonard,Rachel Lewis,Arthur M. Freedman,Jonathan Passmore,2016-09-06 A state of the art reference drawing on key contemporary research to provide an in depth international and competencies based approach to the psychology of leadership change and OD Puts cutting edge evidence at the fingertips of organizational psychology practitioners who need it most but who do not always have the time or resources to keep up with scholarly research

Thematic chapters cover leadership and employee well being organizational creativity and innovation positive psychology and Appreciative Inquiry and leadership culture fit Contributors include David Cooperrider Manfred Kets de Vries Emma Donaldson Feilder Staale Einarsen David Day Beverley Alimo Metcalfe Michael Chaskalson and Bernard Burnes The Psychosocial and Organization Studies Marianna Fotaki,2014-10-22 Leading authors within organization studies and also from broader social science disciplines present the state of the art in the rapidly developing field of psychosocial approaches to organization studies and critical management studies Management Consultancy Philip Sadler,2001 Written to mirror the MSc in Management Consultancy beginning in January 1998 this is the first book to cover consultancy in its entirety in a practical and accessible manner Each chapter is written by an expert in their field **Working with Groups** Trevor

Tyson,1998 Examines the field of small group dynamics focusing on the behaviour and processes typical of management planning decision making and learning groups For this second edition the key concepts approach has been retained

Relatedness in a Global Economy Edward B. Klein,Ian L. Pritchard,2018-03-28 Massive social changes have brought prosperity to many groups and nations Technological developments continue to facilitate the transformation of our lives More employees are working in teams connected technologically throughout the world Many have participated in some times disconnected discussions involving managers on different continents How we understand the dynamics of such virtual environments are challenges for workers and managers Institutional transformation often involves a process of continuous change which is both exciting and challenging and calls for flexibility on the part of the employees and executives This book combines psychodynamic small group and social systems theories in addressing consultations in various countries The authors from India Australia England and the United States provide rich case material as well as theoretical background in explicating current consultations It will appeal to executive coaches organizational consultants NGOs specialists in finances

and management human relations and those interested in third world development *Complex Responsive Processes in Organizations* Ralph Stacey, 2003-09-02 Stacey's work examines how the knowledge economy can be seen in a new light when considered from a complexity perspective. It stresses the importance of relationships as a source of and influence on information and knowledge creation.

Coaching And Mentoring Supervision: Theory And Practice Bachkirova, Tatiana, Jackson, Peter, Clutterbuck, David, 2011-10-01 The book provides a comprehensive guide to this developing area of complex multi disciplinary professional practice. A specially selected group of international authors from different theoretical backgrounds and with different contextual experience have contributed information and insights and made explicit links between theory and practice.

The Psychodynamic Approach to Therapeutic Change Rob Leiper, Michael Maltby, 2004-02-06 It is well written and well organised and I'm sure it will be of help and interest to researchers and practitioners concerned with the therapeutic action of psychodynamic treatment. Penelope Waite Nurturing Potential Change is the central purpose of all counselling and psychotherapy but how it is conceptualized and worked with varies according to the theoretical approach being used. The Psychodynamic Approach to Therapeutic Change explores the nature of psychological change from the psychodynamic perspective and describes the process through which clients can be helped to come to terms with painful experiences and develop new ways of relating. In the first part of the book Rob Leiper and Michael Maltby look at therapeutic change in relation to psychological health and maturity. They explore what motivates people to change and also why resistance occurs. The main part of the book outlines the collaborative process that clients and therapist work through to bring about change and highlights the role of the therapist in creating the conditions for clients to express their thoughts, feelings and memories, developing clients awareness and understanding of their psychological processes and providing containment for the client's psychological projections. The final part of the book sets personal therapeutic change in a wider social context linking individual change with community and organisational development. Combining core psychodynamic concepts with contemporary thinking The Psychodynamic Approach to Therapeutic Change provides a lively and up to date integration of ideas on the change process which will be of great value to trainees and practicing counsellors and psychotherapists.

Envy at Work and in Organizations Richard H. Smith, Ugo Merlone, Michelle Duffy, 2017 Competition for resources, recognition and favorable outcomes are all facts of life in professional settings. When one falls short in comparison to colleagues or subordinates feelings of envy may arise. Fueled by inferiority, hostility and resentment, envy is both ubiquitous and painful. Will employees level up with their envied counterpart through self improvement behaviors? Or will they level down through sabotage and undermine their peers and subordinates in the process? *Envy at Work and in Organizations* aims to determine the direction workplace envy takes. Contributors are drawn from many countries and from an extraordinary range of disciplines to share their insight. Experimental social psychologists offer insights from lab studies, psychoanalytical scholars emphasize unconscious processes, organizational psychologists describe groundbreaking

research from disparate work settings and cross cultural psychologists reveal the variety of ways that envy can emerge as a function of cultures as wide ranging as the Japanese school system to the fascinating structure of the Israeli kibbutzim Work and insight from behavioral economists and organizational consultants is also included Envy at Work and in Organizations is a valuable distinctive resource for both scholars and practitioners looking to grasp the nature of envy Edited by Richard H Smith Ugo Merlone and Michelle K Duffy this volume will help readers understand the factors that help individuals and organizations overcome envy and transform it into something positive to promote workplace well being

Qualitative Methodologies in Organization Studies Malgorzata Ciesielska,Dariusz Jemielniak,2017-11-30 This book brings together key theories behind qualitative research whilst drawing attention to novel cutting edge approaches to data gathering such as visual anthropology and storytelling Offering a comprehensive guide to qualitative analysis this book goes further than examining research methods to open a discussion on the roles of reflexivity imagination emotions and ethics in qualitative research Covering topics such as reflective analysis sociological paradigms action research and organizational ethnography this book is ideal reading for those who wish to address the gap between undergraduate and postgraduate research based edited books and encompasses a wide array of methods Those exploring organization studies will find this two volume collection extremely valuable as it contains robust contributions from highly skilled authors who are actively researching in this field

Smart Cities, Citizen Welfare, and the Implementation of Sustainable Development Goals Pego, Ana Cristina,2021-11-26 The smart city is a driver of change innovation competitiveness and networking for businesses and organizations based on the concept of the Sustainable Development Goals for the 2030 agenda The importance of a new paradigm regarding the externalities of the environment citizen welfare and natural resources in cities as an impact of urban ecosystems is the main objective for sustainable development in cities through 2030 Smart Cities Citizen Welfare and the Implementation of Sustainable Development Goals provides innovative insights into the key developments and new trends associated with online challenges and opportunities in smart cities based on the concept of the Sustainable Development Goals The content within this publication represents research encompassing corporate social responsibility economic policy and city planning This book serves as a vital reference source for urban planners policymakers managers entrepreneurs graduate level students researchers and academicians seeking coverage on topics centered on conceptual technological and design issues related to smart city development in Europe

Developing Organisational Consultancy Andraea Dawson-Shepherd,Kamil Kellner,Jean E. Neumann,2013-11-19 Developing Organisational Consultancy provides consultants with theoretical and practical advice on how to handle typical consultancy challenges Well established organisational consultants from the UK and the USA offer descriptions of problems they have encountered in their work theoretical and practical approaches that they have found helpful cases from their actual practice and advice about how to apply their suggested approach generally Chapters are grouped together to address three key areas of interest to consultants evolving a

professional stance considering psychodynamic approaches applying organisational theory For both experienced and newly practising organizational and management consultants this book is a valuable source of reference and the key to developing a more aware and successful practice *Coaching in Depth* Susan Long, John Newton, Burkard Sievers, 2018-05-08 *Coaching In Depth* introduces the reader to the management consultancy technique of Organizational Role Analysis ORA a technique with the immensely practical purpose of helping managers to stay in role and on task The ORA method is grounded in a process of consultation that derives from the conjunction of open systems theory and psychodynamic understandings of human behaviour It enables the collaborative resolution of the mental and emotional tensions represented in the client's work role as he/she strives to manage the dynamics between their organization in the mind and the organization in reality

Doing Action Research in Your Own Organization David Coghlan, Teresa Brannick, 2014-02-28 The Fourth Edition of this best selling book is packed full of practical expert advice on how to navigate the murky waters of ethics politics and management in your own organization Multidisciplinary in its approach to action research the book sets out a step by step template for researchers to follow and adapt Coghlan and Brannick Introduce and contextualize action research as a method Provide guidance on how to design and implement your action research project Explore interlevel dynamics Discuss role duality and access Suggest effective ways to analyze your data Provide helpful tips on how to disseminate your findings The book and supporting companion website are the ideal resource for students researchers and practitioners hoping to generate real change through their action research project and will be particularly relevant to those studying Business and Management Nursing and Health Education and Sociology *Changing Organizations from Within* Robin C. Stevens, 2016-04-08 Organizational change is often insider led and supported by internal consultants and change agents Most of what is written about change comes from the perspective of external consultants or from academics researching the activities of those with insider change roles *Changing Organizations from Within* is unusual in providing a range of authentic insider accounts The editors define insiders as employees who lead and support change efforts within their own organizations and those psychoanalytically aware external consultants external insiders who work closely with organizations and use the dynamics of transference and projection in their relationships with clients to illuminate organizational issues Each chapter is written by an author with experience of different kinds of insider relationships with their client organizations Some work inside as employees Some are external consultants whose work involves developing insightful insider perspectives The book's editors and several of the authors are graduates or have been faculty members of London's Tavistock Institute Advanced Organizational Consultation programme with experience of running development programmes for consultants and of coaching insiders *Changing Organizations from Within* examines the pulls on role and identity that can easily undermine competence and practice Understanding the system psychodynamics present in organizations helps consultants and change agents to make use of an insider perspective without becoming enmeshed in the client organization's

regressive and inertial dynamics The authors provide practical advice to help insiders navigate organizational space make sense of tricky situations and work more mindfully to help organizations change *A Research Agenda for Management and Organization Studies* Barbara Czarniawska,2016-08-26 Managing and organizing are now central phenomena in contemporary societies It is essential they are studied from a variety of perspectives and with equal attention paid to their past their present and their future This book collects opinions of the trailblazing scholars concerning the most important research topics essential for study in the next 15 20 years The opinions concern both traditional functions such as accounting and marketing personnel management and strategy technology and communication but also new challenges such as diversity equality waste and cultural encounters The collection is intended to be inspiration for young scholars and an invitation to a dialogue with practitioners **Handbook of Organizational Consultation, Second Editon** Robert Golembiewski,2019-02-21 The second edition of the Handbook of Organizational Consultation includes more than 35 additional chapters and an expanded list of international contributors It addresses all aspects of organizational consulting including normative empirical and political topics and offers a broad view of consultation diagnoses problem centers and interventions Perspectives on Political Science said this book is a reference guide training handbook and practitioner s tool that stand s alone as a comprehensive source of information and guidance on the consultancy enterprise a careful reading of this book will be a profitable endeavor for both consulting practitioners and their clients Longevity Finance Karen Wendt,Marta Ra,2025-09-15 This book presents the latest research and evidence on how longevity research translates into longevity investment strategies and sustainable outcomes The book explores the concept of longevity explaining how investment strategies and longevity focused asset management can support financial sustainability It defines the purpose scope and objectives highlighting the importance of longevity planning Furthermore the book sheds light into the investment universe through a sustainable longevity lens detailing criteria for investment selection portfolio diversification and risk management strategies

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