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Chris Argyris Apprentissage Organisationnel Connaissances Actionnables Et Vision Programmatique

Patrick Gilbert,Émilie Vayre



Chris Argyris Apprentissage Organisationnel Connaissances Actionnables Et Vision Programmatique:

Chris Argyris - Apprentissage organisationnel, connaissances actionnables et vision programmatique Sandra CHARREIRE PETIT, 2009-11-01 Ce texte vise exposer les principaux éléments au cœur de l'œuvre développée par Argyris mais au-delà montrer l'originalité de sa démarche et présenter son regard sur ce monde académique qu'il a tant contribué à nourrir. La première section souligne les apports conceptuels du chercheur. La seconde a pour objectif de mettre en perspective son travail avec les sciences de l'action mais aussi d'en circonscrire les influences en termes méthodologique et épistémologique notamment.

Chris Argyris - Apprentissage en double boucle, recherche-action et quête d'un savoir actionnable Yvon Pesqueux, 2025-01-30 Chris Argyris 1923-2013 est un des grands auteurs américains qui appartient aux icônes des sciences de gestion. Il est donc à la fois incontournable et dangereux. Incontournable car comment faire sans lui ? C'est l'objet de cette nouvelle biographie commentée cf. le texte publié par Charreire Petit 2009 dans l'ouvrage *Les grands auteurs en management* qui s'ajoute aussi bien d'autres la difficulté tant d'essayer de proposer un travail compréhensif cohérent. Il n'est pas question d'être exhaustif l'exigence de la totalité de l'œuvre d'Argyris tant un programme de recherche en lui-même. Dangereux car comme beaucoup d'autres auteurs icônes sa pensée donne lieu des caricatures l'incontournable schéma de l'apprentissage en double boucle et la réduction de ses apports des citations réduisant sa pensée des phrases normatives dont il est bien l'auteur mais qui contextualisées vont dans le sens du très ambigu interprété bien compris du pouvoir du dirigeant indépendamment de la richesse conceptuelle de son programme de recherche. Comme les autres auteurs icônes il s'exprime en anglais américain sur des propositions apparemment simples mais dont la traduction aplatit la subtilité. **Les grands auteurs en psychologie et le management** Patrick Gilbert, Émilie Vayre, 2024-08-29 La psychologie constitue une ressource importante pour les sciences de gestion et du management. En consultant les manuels de stratégie de marketing de systèmes d'information ou de GRH on s'en convaincra facilement. Pourtant les auteurs l'origine de ces apports demeurent encore mal connus. Pour rappeler cet oubli cet ouvrage rend compte au travers d'un large panorama des principaux penseurs qui sont sources d'inspiration pour le management. Quelles ont été leurs idées ? En quoi ont-ils contribué à l'avancement des connaissances et des pratiques ? Pour répondre ces questions les coordinateurs ont retenu une approche compréhensive qui montre en quoi les classiques sont toujours non seulement actuels mais aussi très modernes. Cet ouvrage vogue une trentaine de grands psychologues. Il est le fruit d'un travail collectif de 41 chercheurs fins connaisseurs de l'œuvre du grand auteur qu'ils ont accepté de traiter. Enseignants chercheurs l'université ou dans de grandes écoles de gestion ils se répartissent de façon équilibrée entre psychologues et spécialistes des sciences de gestion et du management. Les grands auteurs en management Sandra CHARREIRE PETIT, Isabelle Huault, 2009-10-17 3e ÉDITION PARUE EN 2017 Cet ouvrage est l'expression d'une volonté celle de présenter de grands auteurs en management d'illustrer le caractère foisonnant d'un champ et ses nombreuses connexions disciplinaires. La grande diversité des auteurs choisis issus d'horizons différents voire de perspectives divergentes témoigne des

volution permanentes qui traversent le champ La deuxième édition des Grands Auteurs en Management se fonde sur un remaniement profond et une actualisation des chapitres de la première édition Sept nouveaux chapitres la nourrissent L'objectif n'est pas tant une présentation exhaustive des œuvres traitées qu'une proposition de clé de lecture pour y entrer Chaque chapitre est ainsi une invitation à la relecture des travaux originaux et reflète dans le traitement et les choix opérés l'analyse et le point de vue de chaque contributeur Les concepts et principes de management formulés par les grands auteurs trouveront un cho auprès des étudiants de l'université et des grandes écoles ainsi qu'auprès de jeunes chercheurs et de chercheurs confirmés Composée de sept parties et de trente-cinq chapitres cet ouvrage est le fruit d'un travail collectif de professeurs des Universités et de maîtres de conférences de la communauté des chercheurs en management Chris Argyris et Donald Schön - L'apprentissage comme perspective pour penser l'articulation entre les individus et l'organisation Benoît Grasser, 2025-01-30 Pourquoi dans le champ de la GRH s'intéresser plus particulièrement à Argyris et Schön La réponse tient en ce que leur approche accordant une place centrale aux membres de l'organisation et leurs actions dans le processus d'apprentissage organisationnel elle est particulièrement stimulante pour tout chercheur qui s'interroge sur les relations entre le travail des individus membres de l'organisation l'apprentissage de compétences de différents niveaux individuel collectif et organisationnel et les contextes organisationnels qui favorisent ou inhibent ces apprentissages Savoir pour agir Chris Argyris, 2004 Toute organisation voit apparaître des routines défensives qui font obstacle au changement et l'apprentissage Une organisation qui parvient à réduire ces routines devient apprenante ses membres sont même non seulement à apprendre et à prendre des décisions de façon plus efficace mais aussi de questionner voire de modifier la logique qui guide leurs actes Grâce à son approche à la fois théorique et pratique du changement organisationnel Chris Argyris réussit à concilier exigences académiques et managériales et à répondre à une double attente celle des praticiens soucieux de se voir proposer des conseils directement applicables sur le terrain et celle des chercheurs intéressés par un travail théorique rigoureux En effet il ne se contente pas de décrire les obstacles au changement il en analyse les causes et indique comment laborer des connaissances permettant d'agir efficacement Après une présentation du cadre théorique Chris Argyris invite le lecteur à l'accompagner durant une recherche-action menée dans un cabinet de conseil et suivre pas pas ses interventions visant à faire de cette entreprise une organisation apprenante Les nombreux extraits d'entretiens donnent non seulement au livre un caractère vivant et réaliste mais contribuent aussi mieux à comprendre comment l'intervenant procède et comment les membres de l'entreprise réagissent Savoir pour agir est un ouvrage destiné aux dirigeants aux chercheurs aux étudiants en gestion ainsi qu'à tous ceux qui s'intéressent au changement et à l'apprentissage organisationnels Savoir pour agir Chris Argyris, Bertrand Moingeon, 1995 Toute organisation voit apparaître des routines défensives qui font obstacle au changement et l'apprentissage Une organisation qui parvient à réduire ces routines devient apprenante ses membres sont même non seulement à apprendre et à prendre des décisions de façon plus efficace mais aussi de questionner voire de modifier la logique qui guide leurs actes Gr

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