

Making Sense of the Organization

THE IMPERMANENT
ORGANIZATION

KARL E. WEICK

Volume Two

Making Sense Of The Organization Vol 2 The Impermanent Organization

Joachim Freimuth, Thomas Barth



Making Sense Of The Organization Vol 2 The Impermanent Organization:

Making Sense of the Organization, Volume 2 Karl E. Weick, 2012-01-12 Making Sense of the Organization elaborates on the influential idea that organizations are interpretation systems that scan interpret and learn These selected essays represent a new approach to the way managers learn and act in response to their environment and the way organizational change evolves Readers of this volume will find a wealth of examples and insights which go well beyond thinking and cognition to explain action The author s ideas are at the forefront of our thinking on leadership teams and the management of change This book engages the puzzle of impermanence in organizing Through rich examples evocative language artful literature citing and imaginative connecting Weick re introduces core ideas and themes around attending interpreting acting and learning to unlock new insights about impermanent organizing The wisdom in this book is timeless and timely It prods scholars and managers of organizations to complicate their views of organizing in ways that enrich thought and action Jane E Dutton Robert L Kahn Distinguished University Professor University of Michigan **Organization Change** W. Warner Burke, Wyatt Warner Burke, 2010-11-29 Key Features **Effektive interne CSR-Kommunikation** Riccardo Wagner, 2019-07-05 In diesem Werk zeigt Riccardo Wagner praxisnah und auf Basis einer umfassenden kommunikationswissenschaftlichen Studie wie Unternehmen mit guter interner Kommunikation Mitarbeiter f r Nachhaltigkeit begeistern k nnen Es werden Managementans tze zum Aufbau eines koh renten CSR Managements vorgestellt und Wege f r Unternehmen aufgezeigt die es erm glichen kreatives Potenzial f r erfolgreiche CSR Strategien zu nutzen **Klimawandel als widerspenstiges Problem** Elisabeth Süßbauer, 2016-03-08 Elisabeth S bauer erforscht welche kulturell kognitiven Mechanismen und Strategien st dtische Verwaltungen entwickeln um die Herausforderungen des Klimawandels zu meistern Die auf Dokumentenanalyse und Interviews basierende Studie zeigt dass es verschiedene Arten gibt wie Klimaanpassung in die Stadtplanung bersetzt wird Da zeremonielle und strategische Anteile dieser bersetzen berwiegen werden kreative Re Kombinationen mit anderen Stadtentwicklungszielen behindert Mit der Betrachtung des unsichtbaren Wissens zum Klimawandel leistet das Buch einen wichtigen Beitrag zu einer sich erst langsam etablierenden Soziologie der Klimawandelfolgenanpassung Making Sense of the Organization: The Impermanent Organization, Vol. 2 Karl E. Weick, 2009 **Soziale personenbezogene Dienstleistungsorganisationen** Thomas Klatetzki, 2010-11-01 Der Band bietet einen berblick ber soziologische Theorien zur Beschreibung und Erkl rung sozialer personenbezogener Dienstleistungsorganisationen Er zeigt damit alternative Perspektiven zu der gegenw rtig vom konomischen Managerialismus dominierten Gestaltung der Organisationen des 3 Sektors auf Im Einzelnen werden folgende Ans tze dargestellt Soziale personenbezogene Dienstleistungsorganisationen als b rokratisch professionelle Handlungssysteme Thomas Klatetzki Hans Nokielskie als Kontroll und Disziplinierungsinstanzen Axel Groenemyer Nicole Rosenbauer als hybride Formationen Adalbert Evers Benjamin Ewert als Tr ger von Institutionen Thomas Drepper als funktionale Systeme Christian Lahusen Carsten Stark

als soziokulturelle Solidarität Thomas Klatetzki als Kommunikationssysteme Thomas Drepper Veronika Tacke und als lose gekoppelte Systeme und organisierte Anarchien Stephan Wolff

Hauptbegriffe Qualitativer Sozialforschung Ralf Bohnsack, Alexander Geimer, Michael Meuser, 2018-10-01 Grundlagenwerk für die Qualitative Sozialforschung jetzt in vollständig bearbeiteter und erweiterter Neuauflage mit allen Hauptbegriffen Führende Vertreter innen aus Soziologie und Erziehungswissenschaft erläutern die wichtigsten Begriffe qualitativer Methodik und Methodologie Am Ende der Artikel wird auf ausgewählte weitere Literatur verwiesen Zentrales Anliegen des Bandes ist es Lehrenden und Studierenden unterschiedlicher Ausbildungsebene und stufen einen systematischen Einblick in jene Verfahren der Qualitativen Sozialforschung zu vermitteln welche den Kern anspruchsvoller qualitativer Methoden bilden

Healthcare Systems Soudes Chaabane, Etienne Cousein, Philippe Wieser, 2022-04-12 This book is centered around the development of agile high performing healthcare institutions that are well integrated into their environment The aim is to take advantage of artificial intelligence optimization and simulation methods to provide solutions to prevent anticipate monitor and follow public health developments in order to intervene at the right time using tools and resources that are both appropriate and effective The focus is on the people involved the patients as well as medical technical and administrative staff in an effort to provide an efficient healthcare and working environment that meets safety quality and productivity requirements Healthcare Systems has been written by healthcare professionals researchers in science and technology as well as in the social sciences and humanities from various French speaking countries It explores the challenges and opportunities presented by digital technology in our practices organizations and management techniques

Handbuch Moderation Joachim Freimuth, Thomas Barth, 2014-05-23 Moderierte Prozesse Workshops moderierte Gesprächsführung oder moderatorische Rollen in Führung oder Projektmanagement sind heute so selbstverständlich geworden dass niemand mehr nach den Ursprüngen oder Hintergründen fragt Darüber hinaus haben sich Moderationsverfahren seit Jahren weiterentwickelt und es erschließen sich immer neue Themenfelder in denen moderiert Einigungsprozesse gestaltet werden In diesem Handbuch wird gezeigt was professionelle Moderation leisten kann welche Anwendungsfelder sich entwickelt haben und wo sich künftige Einsatzmöglichkeiten abzeichnen Im ersten Teil des Handbuchs werden die konzeptionellen Grundlagen von professioneller Moderation reflektiert Der folgende Abschnitt widmet sich Instrumenten Methoden und Formaten der Moderation Im Abschnitt Moderation Führung und Wandel stehen Veränderungen in Organisationen und Anforderungen an eine entsprechende Führungskultur im Vordergrund Der letzte Abschnitt des Handbuchs widmet sich Anwendungen und Entwicklungen der Moderation die über den ursprünglichen Fokus hinausgehen und auf Anforderungen der postindustriellen Gesellschaft und der globalen Konomie reagieren Die Vielschichtigkeit der in diesem Handbuch versammelten Beiträge sowie die Unterschiedlichkeit der Anwendungen und Formate zeigt dass die Idee der Moderation bis heute nichts an gestalterischer Kraft eingebüßt hat

INNERINNOVATION - INNOVATIONEN AUS EIGENEM ANBAU Buck,

Bernd, Buck, Ulrike, 2014-09-26 Innovationen können nicht produziert werden sondern sie wachsen und entstehen durch Rahmenbedingungen die dafür geeignet sind Diese Rahmenbedingungen lassen sich auf Basis der Systemtheorie entwickeln INNERINNOVATION steht für ein Metakonzept ein mentales Modell und eine darauf basierende methodische Herangehensweise um Innovationen entstehen zu lassen Erst wenn man ein systemisches Denken zu Grunde legt gelingt es Innovationsprozesse so zu beschreiben wie sie tatsächlich funktionieren Dann ist es möglich eine nachhaltig gute Innovationskultur im Unternehmen zu schaffen und trotz natürlicher Mitarbeiterfluktuationen die Innovationskraft aufrecht zu erhalten Das Buch zeigt auf wie auf Basis der Systemtheorie funktionierende Innovationsprozesse und Eckpfeiler einer guten Innovationskultur beschrieben werden können Es ist ein Buch für systemisches Innovationsmanagement Kompakte Beschreibungen und zahlreiche grafische Visualisierungen bestimmen den Charakter des Buches Es beinhaltet eine Einführung in die grundlegende systemische Haltung sowie Beschreibungen für die praktische Anwendung bei innovativen Vorhaben

Experten führen Peter Kels, Stephanie Kaudela-Baum, 2018-11-28 Der Herausgeberband behandelt die Frage wie sich Spezialisten und Experten in wissensintensiven Organisationen in Anbetracht von Herausforderungen wie Multirationalität Digitalisierung Konvergenz oder Wertewandel wirkungsvoll führen lassen Das Fachbuch zeichnet ein differenziertes und vielschichtiges Bild aktueller Führungsherausforderungen und Führungsansätze in Expertenorganisationen wie Bildungsinstitutionen Gesundheitsorganisationen Beratungs- und Dienstleistungsunternehmen oder öffentlicher Verwaltung Die Autoren beleuchten grundlegende Dimensionen einer gelingenden Führung und zeigen Möglichkeiten zur Gestaltung der Organisations- und Führungsentwicklung praxisnah auf Die Herausgeber entwickeln vor dem Hintergrund der Gastbeiträge eigener Forschung sowie des heutigen Wissensstands ein integrales Modell welches die zentralen Ebenen und Ansatzpunkte zur produktiven Gestaltung von Führungsbeziehungen zwischen Managern Führungskräften und Experten aufzeigt Die Stiftung der Schweizerischen Gesellschaft für Organisation und Management SGO unterstützt diese Publikation zugrunde liegende Studie

The Gig Mindset Advantage Jane McConnell, 2021-05-11 Companies and organizations around the world are being confronted with alarming challenges a global pandemic market shocks climate change political instability But in these unsettled times organizational analyst Jane McConnell reveals that managers and executives have a secret weapon on their side an overlooked group of employees that share the gig mindset a freelancer style knack for improvisation adaptability and innovation that offers a crucial key to the future Found at all levels of the workforce but often stifled by managers gig mindsetters are disruptors who upend business as usual and bridge gaps while achieving surprising outcomes and charting new directions Six case studies of early adopters illustrate how it is shaping business in diverse fields science and technology industrial energy healthcare financial services agricultural commodity trading and legal services With multiple examples and quotes McConnell addresses the How to so necessary to turn ideas into actions Recognize the value of gig mindsetters the border crossers inside outsiders and carriers of new skills Overcome the willful

blindness of management based on pride fear and past successes Go beyond resilience to achieve proactive resilience Invest in movers the gig mindsetters already in your organization and those to come Define a relevant balance between gig and traditional behaviors Own your personal strategy by choosing one of three paths You ll also find checklists of points to ponder and discuss as you explore your own case and context In *The Gig Mindset Advantage* McConnell brings her decades of research into workforce culture organizational strategy and digital transformation into a compelling wake up call to managers and executives Long term success and well being lie in understanding and developing a gig mindset work culture in both organizations and in individuals EU Promotion of Human Rights for LGBTI Persons in Uganda Lydia

Malmedie,2023-12-27 Examining the EU s promotion of human rights for lesbian gay bisexual trans and intersex LGBTI persons in Uganda during the period of 2009 to 2017 this book investigates how a public administration defines and deals with a wicked problem The empirical puzzle of how the topic of human rights for LGBTI persons despite its highly contested nature travelled between Brussels and Kampala became codified in form of LGBTI Guidelines 2013 and institutionalized within EU foreign policy is addressed as one of translation and sensemaking The investigation focuses on the process of problem definition in everyday practice by EU staff and EU member states staff in Brussels and Kampala This book therefore provides key insights into how public administrations deal with wicked problems how contested ideas can become institutionalized and how an idea is translated and made sense of across time levels and cultural boundaries The findings are of interest especially to scholars of wicked problems sociological new institutionalism and public administration as well as international relations and EU studies human rights gender and sexuality studies **The Inquiring Organization** Chun

Wei Choo,2016 In *The Inquiring Organization* Chun Wei Choo examines how an organization s knowledge acquisition and information seeking leads to the construction of beliefs and the formations of epistemic practices Featuring case studies and examples from a variety of policy making public health and high tech ventures Choo thoroughly explores the epistemology of organizational learning and information seeking with fascinating results in this book *Intuition in Business* Eugene

Sadler-Smith,2023 This book explores the science behind intuitive decision making in business and shows how people s innate capacity for intuition can be nurtured and strengthened to maximize performance The clear and detailed explanations reveal how we can use intuition to navigate a world that is fast moving complex and uncertain *Educational Leadership,*

Organizational Learning, and the Ideas of Karl Weick Bob Johnson Jr.,Sharon D. Kruse,2019-01-15 Grounded in the theory of sociologist Karl Weick this edited volume explores key concepts of educational leadership and organizational learning Chapter authors analyze and reflect on the implications of Weick s thinking on leadership preparation and development Providing a thorough understanding of the influence of his ideas in education this volume unpacks the ways in which Weick s ideas influence and shape organizational learning and educational leadership and policy today The SAGE Handbook of

Process Organization Studies Ann Langley,Haridimos Tsoukas,2016-12-14 *The SAGE Handbook of Process Organization*

Studies provides a comprehensive and timely overview of the field This volume offers a compendium of perspectives on process thinking process organizational theory process research methodology and empirical applications The emphasis is on a combination of pedagogical contributions and in depth reviews of current thinking and research in each of the selected areas combined with the development of agendas for future research The Handbook is divided into five sections Part One Process Philosophy Part Two Process Theory Part Three Process Methodology Part Four Process Applications Part Five Process Perspectives

The Routledge Handbook of Organizational Leadership Communication Guowei Jian,Gail T. Fairhurst,2025-04-30 This handbook captures a rapidly developing body of scholarship to map out the terrain of leadership communication and stimulate interdisciplinary dialogue among leadership communication scholars for future research The Routledge Handbook of Organizational Leadership Communication surveys various areas of leadership communication critically assesses their development and proposes guidance for future research It begins by addressing prominent theories or emerging theoretical perspectives that help conceptualize leadership communication ranging from collective leadership approaches and critical perspectives to theories of practice and communicative constitution of organization The second section focuses on reviewing the latest research on leadership communication in various organizational contexts such as work teams hybrid and virtual work contexts and interorganizational collaboration Informed by diverse theoretical perspectives chapters in the final section examine the practice of leadership communication in dealing with both common and novel organizing challenges and processes for example the formation and execution of organizational vision and strategies the use of emerging media technologies and organizational decision making The handbook will be an indispensable resource for researchers and advanced students in leadership communication and leadership studies and practicing managers and consultants in leadership and communication training and development

Handbook of Research on the Psychological Contract at Work Yannick Griep,Cary Cooper,2019 The psychological contract is considered a critical construct in organizational behavior literature because it informs employee emotions attitudes and behaviors in the workplace Although the psychological contract has been explored extensively over the last 50 years numerous theoretical conceptual empirical methodological and analytical changes have pushed the field forward As such it is time to take stock and move forward The contributors to this Handbook explore in detail this important component of modern management thinking

Construction Health and Safety in Developing Countries Patrick Manu,Fidelis Emuze,Tarcisio Abreu Saurin,Bonaventura Hadikusumo,2019-08-22 The global construction sector is infamous for high levels of injuries accidents and fatalities and poor health and well being of its workforce While this record appears in both developed and developing countries the situation is worse in developing countries where major spending on infrastructure development is expected There is an urgent need to improve construction health and safety H S in developing countries The improvement calls for the development of context specific solutions underpinned by research into challenges and related solutions This edited volume

advances the current understanding of construction H S in developing countries by revealing context specific issues and challenges that have hitherto not been well explored in the literature and applying emergent H S management approaches and practices in developing countries Coverage includes countries from the regions of sub Saharan Africa Latin America Asia and Europe This book which is the first compendium of research into construction H S issues in developing countries adds considerable insight into the field and presents innovative solutions to help address poor H S in construction in developing nations It is a must read for all construction professionals researchers and practitioners interested in construction and occupational H S safety management engineering management and development studies

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