

PETER D. WICKENS

THE ASCENDANT ORGANISATION



Ascendant Organization Combining Commitment And Control For Long Term Sustainable Business Success

Johannes Berger



Ascendant Organization Combining Commitment And Control For Long Term Sustainable Business Success:

The Ascendant Organisation Peter Wickens,1995 The Ascendant Organisation is about combining the commitment of people and control of business processes to achieve sustainable long term business success Peter Wickens book combines innovative thinking about organisations with substantial practical experience Since it was first published the ideas have been much debated and very influential These are now available for the first time in paperback in a fully revised and updated edition

Management Innovations for Healthcare Organizations Anders Örtengren,Carina Abrahamson Löfström,Rod Sheaff,2015-11-19 Innovations in management are becoming more numerous and diverse and are appearing in organizations providing many different kinds of products and services The purpose of this book is to examine whether some widely promoted examples of these management innovations ranging from techniques such as Kaizen to styles of leadership and the management of learning can usefully be applied to organizations which provide healthcare and applied in different kinds of health systems Management Innovations for Healthcare Organizations is distinctive in selecting a wide and diverse range and selection of managerial innovations to examine No less distinctively it makes an adaptive critical scrutiny of these innovations Neither evangelist nor nihilist the book instead considers how these innovations might be adapted for the specific task of providing healthcare Where evidence on these points is available the book outlines that too Consequently the book takes an international approach with contributions from Europe the Middle East Australia and North America Each contributor is an expert in the management innovation which they present This combination of features makes the book unique

Deliberative Governance for Sustainable Development Franz Lehner,2022-08-31 Deliberative Governance for Sustainable Development argues that governance has become the core problem of sustainable development and identifies deliberative democracy and governance as a path forward for Western societies In this book the author puts forward three messages Firstly while sustainable development theoretically is a common good of all people it is in practice constantly associated with a multitude of smaller and larger conflicts These conflicts arise repeatedly because in practice the benefits costs and risks of sustainable development are unequally distributed and therefore form a massive barrier to sustainable development As a result sustainable development depends on the ability of the social and political institutions of societies to accommodate these conflicts Second within the framework of their established institutional structures Western societies do not have the sufficient tools for conflict resolution that are adequate to the conditions of modern diversified societies and the complex challenges of sustainable development They need to implement institutional reforms that switch institutional structures towards deliberation Third by switching to deliberation Western societies can reach the high level of governance that enables them to achieve environmentally sustainable development that will bring them significant economic and social benefits and as a result may reach far beyond their borders This volume offers a novel transdisciplinary approach to sustainable development and governance in Western societies It will be of great interest to students and scholars of sociology

economics politics environmental studies and philosophy as well as professionals and policymakers working in the area of sustainable development Embedding CSR into Corporate Culture D. Swanson,2014-02-27 Embedding CSR into Corporate Culture demonstrates that a new frontier for corporate social responsibility is possible in theory and practice The key idea discovery leadership enables corporate managers to deal effectively with problems issues and value clashes occurring at the corporation society interface **Working Together** Anita Mountain,Chris Davidson,2011 Anita Mountain and Chris Davidson explore the dynamics of organizations and their performance through the lens of Transactional Analysis to enable effective communication at all levels of the organization TA is particularly accessible and effective because every tool can be illustrated with diagrams and the text uses this principle to provide a balance between theory and practical application This is a book that offers a comprehensive look at the whole range of aspects that enhance and support relationships within the context of organizations *CSR Discovery Leadership* Diane L. Swanson,2017-08-03 This book argues that separation consciousness has kept a collective demand for corporate social responsibility at bay even providing justification for business to neglect society Yet there are signs that separation consciousness is being replaced with the expectation that businesses engage in symbiotic relationships with stakeholders that yield triple bottom line benefits The potential for business to enact this social contract depends largely on the ability of top executives to discover how to activate the organizational values that make such benefits possible The author argues that the required mind set for this task bears a strong resemblance to the scientific discovery mentality and that if executives were to embed this mentality in organizational decision making shared consciousness between firms and stakeholders of the values that support corporate responsibility is feasible CSR Discovery Leadership examines this prospect of shared value consciousness a new frontier for CSR leadership **The Ascendant Organization** Peter Wickens,1995 *Working Together* Chris Davidson,Anita Mountain,2016-02-11 Organizational Transactional Analysis is a discipline whose focus is on enabling effective communication at all levels of the organization It looks at development and change from the individual team department and organizational levels This book and Organizational TA as a whole operates from an assumption of health this is a very different approach from other communication methodologies which tend to focus on the problems TA focuses on building on what is already working rather than what isn't From their many years of experience Anita Mountain and Chris Davidson are convinced that TA offers everyone within the workforce different options on how to relate Working Together offers up to date theory developed by the authors through their extensive knowledge of TA and of the business world The clear explanations and diagrams in the book outline how you can develop and maintain effective communication and be aware of the processes involved in carrying out decisions and strategies With chapters on how to apply TA in the workplace Working Together is a down to earth yet intelligent read and an important resource for those who wish to improve the quality of relationships and improve productivity It will be of value to individuals leaders and managers at all levels Whether the issue is emotional intelligence

stress poor communication or different departmental regional perspectives this book offers a toolkit of resources to support the people processes aspects of the business

Radical Thoughts on Ethical Leadership Carole L. Jurkiewicz, Robert A. Giacalone, 2017-08-01 Radical Thoughts on Ethical Leadership provides contributions from established scholars with fresh perspectives on ethical leadership with challenging viewpoints that have been given little coverage in the literature to date Radical Thoughts on Ethical Leadership includes theoretical perspectives that are founded on unconventional approaches radical outside the box ideas that would be difficult to get through the conventional journal review process The volume brings together noted researchers from a variety of disciplines and explore non mainstream approaches to ethics and social responsibility theory research and practice in both business and public administration Grounded in the established literature and providing insight for researchers managers administrators or organizations at large the volume establishes new paradigms for the field of ethical leadership

Energise Your Enterprise Peter Wickens, 2016-07-27 In this new book Peter Wickens gets to the very core of what makes a successful and dynamic enterprise Building upon his earlier work in The Ascendant Organisation and slaying a number of business fads and sacred cows along the way he shows how to energise the enterprise in key areas such as leadership teamworking and innovation With the use of many examples and cases and building upon considerable experience he shows the way forward for companies to achieve a sense of purpose and to energise their organisations If you are tired of the latest business fad then this will be the book for you

Sharing Network Leadership George B. Graen, Joan A. Graen, 2009-03-01 In this book we elaborate on the dynamic process of leadership sharing in creative project networks by pointing out that the boundaries and relationships of the networks change over time As the project requirements evolve new leaders emerge make their contribution and move into support positions This leadership sharing dynamic is a necessary condition for mature LMX and member member exchange MMX This insight about the sharing of leadership within networks directs us to the process of microbehavior being transformed to meso options and being converted to macrostrategies This sequence of micro to macro directs us to a marriage of the formal with the informal organization At this stage we are post Simon March and Weick This book is about putting authentic people back into the social creations we call productive organizations warts and all The design of these organizations is as old as human civilization It helped construct ancient Greece Egypt and China It was improved in the West by the Romans and in the East by the Chinese During more recent times it was improved by the British Empire whose command and control models gradually gave way to the knowledge models of today This book is about how we can discover the alternative processes by which fallible humans use sense making to continuously improve organizations at the macrostrategy level

New Horizons in Research on Sustainable Organisations Mark Starik, Sanjay Sharma, Carolyn Egri, Rick Bunch, 2017-10-24 Environmental sustainability practice and research have advanced over the past decade from novelty to near mainstream status today During this environmentally critical time period sustainability practitioner techniques such as environmental energy and

social auditing other sustainability information and related systems and a wide variety of environmental sustainability approaches have been developed improved and institutionalised advancing both the practice and research of environmental sustainability management and policy However academics and practitioners in the sustainability field still have widely differing perspectives on what a sustainable organisation is or might be but seldom take the opportunity to share these respective sustainability visions let alone the multiple ways to achieve them New Horizons in Research on Sustainable Organisations is intended to bridge this gap between academics and practitioners with cutting edge research from both groups on progress towards sustainability After working on sustainability related projects involving other academics both research and practitioner oriented graduate students consultants managers and activists the lead co editors of this volume saw the need to encourage information exchanges among differing networks of sustainability stakeholders to create a pathway for researchers and practitioners in the general area of organisations and the natural environment to address issues of common interest There are many networks in the general subject area but the cross pollination of ideas between academics and practitioners remains sketchy New Horizons in Research on Sustainable Organisations is intended to present and encourage such cross pollination The chapters in this volume are presented in three subsets generally proceeding from the most macro to the most micro in terms of perspective and applicability However this arbitrary division belies the integration from macro through meso or mid range to micro levels that is apparent in these studies Macro approaches typically include wider geographic scopes greater numbers of stakeholders and more complex explanatory factors than micro approaches Each chapter adopts one or more particular sustainability world view and then grounds these and the other chapter elements within actual organisations Therefore the reader is advised to envision not a one dimensional continuum but rather a circle in which the macro view both feeds back and feeds forward to the micro view This volume addresses a number of intriguing and important sustainable organisation phenomena such as multiple sustainable development perspectives changing environmental politics environmental management systems variations voluntary environmental programme performance complex adaptive systems and environmental technology development Additionally several models are suggested such as cultivation capabilities and business ecology frameworks

Organising and Managing Work Tony J. Watson, 2001 The author of Management Organisation and Employment Strategy presents a text on organising and managing work It covers human resource management business objectives and strategy

Knowledge Transfer in the Automobile Industry Dessy Irawati, 2011-09-29 The book provides a detailed theoretical framework and a case study on how FDI in the form of knowledge transfer from overseas MNEs contributes to the upgrading of regional manufacturing clusters Although regional clusters have been the subject of many books this book is one of the few that explicitly links regional clusters to global networks It explains how being part of global networks can both facilitate and hinder the development of a regional cluster

Friends and Enemies in Organizations R. Morrison, S. Wright, 2009-09-29 An exploration into the ways in

which friendships isolation and enemy ships influence and affect our experience of work The theme of the research volume is Alienation to Suffocation canvassing issues from loneliness and isolation through to the positive aspects of a friendly workplace *Subject Guide to Books in Print* ,1997 *Zerreisst das soziale Band?* Johannes Berger,2005 **Books In Print 2004-2005** Ed Bowker Staff,Staff Bowker, Ed,2004 Choice ,1995 Books on Japan in Western Languages Recently Acquired by the National Diet Library Kokuritsu Kokkai Toshokan (Japan),1997

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