

Businesses nowadays operate in a dynamic and challenging competitive landscape that is constantly changing.

HOW A PEOPLE-CENTRED APPROACH IN LEADERSHIP CREATES SUCCESSFUL ORGANIZATIONS?



Building Flexible Organizations A People Centered Approach

Jerry Biberman



Building Flexible Organizations A People Centered Approach:

Building Flexible Organizations Miles H. Overholt,1996 Agile Manufacturing Systems K Hans Raj,2011-12-17
Agility has become very important for the industries today as the lifetimes of the products are continuously shrinking This book provides an excellent opportunity for updating understanding of agile methods from the design manufacturing and business process perspectives whether one is an industrial practitioner academic researcher engineer or business graduate student This volume is a compilation of various important aspects of agility consisting of systemic considerations in manufacturing agile software systems agile business systems agile operations research flexible manufacturing systems advanced manufacturing systems with improved materials and mechanical behavior of products agile aspects of design clean and green manufacturing systems environment agile defence systems *People-centric Organizational Change* Julie Hodges,2024-02-03 The only way to achieve successful business change is by engaging employees and making the transformation people centric This book explains how to achieve this Written by a leading voice in the change management industry who has both academic and practitioner experience People Centric Organizational Change is a practical guide for change professionals and postgraduate students It covers everything from what people centric change is and why it is essential to engage people with the change through to the importance of the communication of change and how to do this effectively with a distributed workforce in a hybrid working environment Using evidence based research this book fully explores the human dynamic of change explains how to promote collaboration between colleagues and shows how to involve line managers in the change process There is also advice on how to encourage staff to see change as an opportunity rather than a threat People Centric Organizational Change also includes discussion of the impact of change on employee wellbeing as well as the relationship between Equality Diversity and Inclusion EDI and change There is also advice on how to build people centric initiatives into an overall change strategy It is full of country agnostic tools and tips that can be used across cultures as well as frameworks and skills that can be applied in public private and third sector settings Global case studies and examples throughout help to put the content into context and show how a people first approach to change works in practice Online resources include PowerPoint slides for each chapter **Human Resource Planning** ,2007 *Creating Organizational Agility* Richard Allen Shafer,1997 People-Centered Digital Technology for Ethical and Sustainable Business Practices Castro-González, Sandra,Rey-Ares, Lucía,2025-09-26 In an era where digital transformation shapes business prioritizing people centered digital technology fosters ethical and sustainable practices This approach emphasizes designing technologies that respect human rights promote inclusivity and consider environmental and social impacts By prioritizing the people within digital innovation organizations can build trust enhance stakeholder well being and drive long term value creation This shift addresses growing concerns about data privacy algorithmic bias and digital exclusion while aligning with goals of corporate responsibility and sustainable development People Centered Digital Technology for Ethical

and Sustainable Business Practices explores the impact of digital technology on sustainable business development. It examines the use of ethical frameworks to improve technological development, promote social welfare, create new business models, and enhance human-technology interactions. This book covers topics such as human capital, machine learning, and ethics and law, and is a useful resource for business owners, engineers, academicians, researchers, and data scientists.

People-Centered Innovation Ali Cheshmehzangi, Nicholas You, Zaheer Allam, Bao-Jie He, 2025-04-30. As a follow-up to the book titled *Harnessing Urban Innovation to Unlock the Sustainable Development Goals*, this collection examines transformative urban solutions through 15 internationally recognized case studies submitted to the 6th Guangzhou International Award for Urban Innovation in 2023. It provides valuable insights into the driving forces behind sustainable urban development, aligning closely with the United Nations Sustainable Development Goals (SDGs). The main focus of the book is on people-centered approaches to urban innovation, demonstrating how grassroots initiatives can tackle complex urban challenges and contribute to global sustainability targets. Each case study presents innovative strategies implemented by communities worldwide, showcasing how local actions can greatly impact sustainability and resilience. The varied examples highlight a spectrum of urban issues, including affordable housing, sustainable transportation, climate adaptation, and social inclusion, reflecting the diverse nature of urban innovation.

Key Features and Benefits:

- Varied Global Case Studies:** The book includes fifteen case studies from different regions, each presenting unique solutions to urban challenges. These examples illustrate how various cultures and contexts address common problems, providing a rich array of ideas and practices. This makes it an essential resource for urban planners, policymakers, and community leaders seeking inspiration and guidance.
- Emphasis on People-Centered Approaches:** The book emphasizes the importance of people-centered innovation, which prioritizes community involvement and local knowledge. By focusing on how local populations engage with and drive urban initiatives, the book highlights the significance of inclusivity and participatory processes in achieving sustainable outcomes.
- Alignment with the SDGs:** Each case study is connected to specific Sustainable Development Goals, demonstrating how local actions contribute to global sustainability objectives. The book illustrates how grassroots initiatives address key areas such as poverty reduction, climate action, and sustainable cities and communities, highlighting the critical role of local efforts in achieving the broader SDG agenda.

The Invisible Organization Neil Farmer, 2017-03-02. Despite valiant efforts and the advent of techniques such as delegation, career development, performance management, key performance indicators, programme, and project management, social network analysis, and employee engagement, most organizations struggle to beat the 70 per cent failure rule for profound people-disruptive business change. Surveys show that most employees are still disengaged from their work. Innovation is sluggish, and agility is elusive. Harnessing the hidden potential of your workforce can be a slow, often painful process. Neil Farmer's *The Invisible Organization* explains how to adapt your organization's design to the informal networks that form most of the basis for communication between managers and employees. The book explores

five key themes Executive leadership a little autocracy and a lot of collaboration how senior managers can enable and facilitate change Effective first line management in most organizations up to 60 per cent need to be replaced and women need to occupy far more significant roles HR Managers a key role but most don't make the transition from command and control towards the effective use of key influencers and informal network which allows HR people to contribute to the future of their business The value of local influencers and those with extensive personal networks how to identify them and increase their roles across all forms of business change Radical changes to white collar outsourcing to an in house outsourcing service This is an important if somewhat painful call to arms for leaders and HR specialists across all organizations

Human Factors of a Global Society Tadeusz Marek, Waldemar Karwowski, Marek Frankowicz, Jussi Kantola, Pavel Zgaga, 2014-06-02

During the last 60 years the discipline of human factors HF has evolved alongside progress in engineering technology and business Contemporary HF is clearly shifting towards addressing the human centered design paradigm for much larger and complex societal systems the effectiveness of which is affected by recent advances in engineering science

Changing Times Frank Mielke, Charles Kocher, 2020-03-06 Many times the police are the first to respond to an individual in crisis even those involving mentally ill While we see evidence of positive change there are still shortcomings when it comes to criminal justice response in the behavioral health system There is a lack of access availability continuity coordination and responsiveness But we see accomplishments to changes in attitudes and behaviors through such programs like Crisis Intervention Specialist Training CIT Training and Mental Health First Aid which have been well received Changing Times Transforming Culture and Behaviors for Law Enforcement proposes a shift to divert those in a behavioral health crisis away from incarceration and into treatment as well as invites Law Enforcement intervention away from the criminal justice system and into treatment The authors successfully blend the theoretical with hands on experience throughout the book enabling the reader to understand the influences of Law Enforcement's tradition and other forces that drive attitudes culture and behavior and how to bring change The additional and difficult task ahead is to bring about systemic change in culture and a concurrent change in attitudes and behaviors Changing Times proves to be the reliable and accessible reference for those intent on bringing change to the vital effort of diversion

Organization and Management of Advanced Manufacturing Waldemar Karwowski, Gavriel Salvendy, 1994-03-31 Takes into account the effective use of human factors issues in advanced manufacturing which would make the difference between the failure or success of industrial corporations International authorities describe how to implement methods and techniques applicable on a global basis into manufacturing and process industries where change is being brought about as they move to concurrent engineering formats of operation

Human-Centric, Sustainable, and Resilient Organizations in the Digital Age Erturk, Alper, Özşahin, Mehtap, Simovic, Vladimir, 2025-02-06 Modern digitalization is anticipated to impact on modern day businesses and organizations such as non profit organizations government institutions educational institutions banks healthcare facilities and logistic organizations The

digital transformation for our global economy poses benefits for innovative resilient and human centric business models and sustainability initiatives in our societies as well as challenges in the areas of business and social development Ultimately it provides directionality needed for a competitive and sustainable future industry manifested in environmentalism human centricity and economic resilience Human Centric Sustainable and Resilient Organizations in the Digital Age explores the latest trends and business perspectives related to strategic management digitalization and sustainability and their anticipated impact on modern day businesses and organizations It offers a comprehensive guide to be able to establish and maintain sustainable human centric and resilient organizations that can thrive in the future Covering topics such as startup assessment criteria risk management and circular economy this book is an excellent resource for business leaders entrepreneurs policymakers professionals researchers scholars academicians and more

The Flexible Enterprise

Sushil,Edward A. Stohr,2013-11-19 The need for enterprise flexibility in an era of rapidly advancing technology increasing competition and globalization is apparent Flexibility can be thought of as an ability of the enterprise to quickly and efficiently respond to market changes and to bring new products and services quickly to the market place Beyond this definition a truly flexible enterprise should proactively change the market through its ability to create new and innovative products and services The proposed book is intended to provide a conceptual framework of Flexible Enterprise supported by researches case applications in various types of flexibilities exhibited by a flexible enterprise The selected papers from a variety of issues concerning the planning and operation of a flexible enterprise are organized into following four parts I Enterprise and Strategic Flexibility II Organizational Flexibility III Business Process and Information Systems Flexibility IV Operations Flexibility

Handbook of Talent Management and Learning Organizations Muhammad Waseem Bari,Francesca Di Virgilio,2025-02-19 This handbook contributes to the advanced knowledge of talent management and learning organizations in the post pandemic era It provides new insights and contributions to the existing literature on business organizations through the dissemination of information as well as empirical pieces of evidence from various parts of the world The focus of this handbook is on advancing talent management strategies and learning organizations through knowledge sharing on various platforms geographical locations and diverse groups of intellectuals having diversified experience knowledge and expertise It also focuses on innovation and creativity based on global competition advanced communication and management technologies and on changing customers behaviors and needs in the post pandemic era The Handbook of Talent Management and Learning Organizations A Post Pandemic Perspective explores theoretical and empirical artifacts and different approaches to enhance the understanding of the relationship between talent management and learning organization It provides solutions to managers and consultants who are facing problems while managing talent due to workplace changes post pandemic and shows the connection between innovation and creativity as talent management enhances organizational learning knowledge sharing culture innovation capabilities and creativity The handbook also offers strategies and solutions to

manage talent virtually and presents future research directions and solutions to contemporary issues related to talent management and learning organizations moving forward This handbook targets graduate students research scholars practitioners employees consultants corporate bodies and technocrats It will be very helpful to managers and consultants who are facing problems with managing talent due to workplace changes after the pandemic

Consultants & Consulting Organizations Directory Cengage Gale,2009-05-12

Person-centered Care United States. Congress. Senate. Special Committee on Aging,2009

Work and Spirit Jerry Biberman,2000 Work Spirit A Reader of New Spiritual Paradigms for Organizations is a fresh new book of readings that can be used in a rich variety of classes and seminars Space should be reserved for these paradigms on every desk in today s constantly changing and stressful business and organizational environments Jerry Biberman and Michael Whitty have succeeded in bringing together a diverse collection of viewpoints to create a path breaking collection of articles that the current and future workplaces will profit from The research findings and perspectives of over forty experts in this exciting and evolving field are logically arranged into four main sections of Theoretical Perspectives The Individual Within Organizations Organizational and Societal Issues and Applications and The Possible Future

Systemic Flexibility and Business Agility Sushil, Gerhard Chroust,2014-12-16 This book provides a conceptual framework for systemic flexibility and business agility drawing on a basis of research case applications in various types of flexibility and agility in business The selected papers address a variety of issues concerning the theme of systemic flexibility and business agility and are organized into following five parts i Systemic and Strategic Flexibility ii Information and Business Agility iii Flexibility Innovation and Business Excellence iv Flexibility in Value and Supply Chains and v Financial Flexibility and Mergers Acquisitions Flexibility and agility in business are emerging as key dimensions of business excellence that encompass the requirements of both choice and speed The two concepts flexibility and agility have been used in multiple ways and often interchangeably both in literature and in practice The growing need for flexibility agility in business can be seen from reactive as well as proactive perspectives A business enterprise is expected to possess reactive flexibility agility as adaptability and responsiveness in order to cope with the changing and uncertain business environment It may also endeavor to intentionally generate flexibility agility as a strategic change in a variety of ways such as leadership change reengineering innovation in products and processes use of information and communication technology and learning orientation

At Work Jerry Biberman,Michael D. Whitty,2007 Making spirituality an integral part of the hectic workday is a key concern for the authors of At Work They offer a number of solutions meant to help integrate these two worlds all with a common theme the positive renewal and transformation of both worker and workplace Carefully avoiding the pat answers of pop psychology At Work is instead an in depth read for teachers consultants and people interested in making their work environment a more healthful and compassionate one

International Review of Industrial and Organizational Psychology 2011, Volume 26 Gerard P. Hodgkinson,J. Kevin Ford,2011-04-06 The twenty sixth volume in the most

prestigious series of annual volumes in the field of industrial and organizational psychology providing authoritative and integrative reviews of the key literature in the field All chapters written by established experts and all topics carefully chosen to reflect the major concerns in both the research literature and in current practice Presents developments in such established areas as stress and well being consumer behavior employee trust deception and applicant faking the assessment of job performance and work attitudes and the employment interview Newer topics explored include methodological issues in the development and evaluation of multiple regression models and the psychological impact of the physical office environment Each chapter offers a comprehensive and critical survey of the chosen topic and each is supported by a valuable bibliography

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