Creating Excellence

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Craig R. Hickman, Michael A. Silva

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more narrow minded texts Great for graduate students Robert Kramer Department of Management Science George Washington University With its distinctive voice this is a basic text for all courses on organizational theory BUSINESS HORIZONS This book presents an avant garde approach to an important topic about which to my way of thinking no one else has written even a contemporary book The authors perspective readily allows the reader to comprehend and appreciate what is always present often hidden and almost always controversial the subjective side of organizational life. The book you are about to read provides the rationalist and the veteran exactly what they each crave the most It provides synthesis and order within a structure that acknowledges the interaction between an individual s motivations and needs and the apparent order that individual perceives The use of cartoons and other right brain highlighters allow readers to look down as opposed to looking up to understand and critique a phenomenon that a theory purports to explain and to self reflect on the importance a theory holds for the field Certainly this is a book for the 1990s from the Foreword by Samuel A Culbert John E Anderson Graduate School of Management University of California Los Angeles What the authors are attempting is very difficult David K Banner and T Elaine Gagn are declaring the presence of a new paradigm of the organization before it has actually crystallized and become part of the mainstream of organization theory As such the book is an act of leadership Peter B Vaill Professor of Human Systems School of Business and Public Management The George Washington University A valuable resource to the students and instructors of organizational design and theory courses The comprehensive coverage of traditional organization theory topics coupled with the authors contemporary orientation and transformational perspective ensure this The organizational design and theory text by Banner and Gagn addresses an important fact of organizational life that is usually ignored or given superficial treatment at best in existing organization theory texts namely that our implicit assumptions worldviews metaphors paradigms and organizational culture are important determinants of why we organize the way we do Douglas Austrom President and Cofounder Turning Point Associates Indianapolis Indiana A valuable basic text for business related undergraduate or postgraduate programmes on organization theory and practice particularly from a transformational perspectives LONG RANGE PLANNINGProviding a distinctive voice Designing Effective Organizations is the new basic text for the undergraduate or MBA level course on organization theory Although it contains the same comprehensive topical coverage as the leading traditional organization theory texts Designing Effective Organizations is definitely not a clone of the others in the field David K Banner and T Elaine Gagn develop a transformational perspective which sees the world of the organization as a projection of each organizational member s consciousness as opposed to the traditional rational perspective They thoroughly cover all the basics but in a manner that reflects today s changing management paradigms Designing Effective Organizations is the perfect text for scholars researchers professionals and graduate and undergraduate students in organization studies management sociology public administration and education

Higher Education ,2010

Unveiling the Energy of Verbal Beauty: An Emotional Sojourn through Creating Excellence

In some sort of inundated with displays and the cacophony of fast interaction, the profound power and mental resonance of verbal beauty usually fade in to obscurity, eclipsed by the regular assault of sound and distractions. Yet, located within the lyrical pages of **Creating Excellence**, a captivating work of literary beauty that pulses with raw feelings, lies an wonderful journey waiting to be embarked upon. Composed by a virtuoso wordsmith, this mesmerizing opus guides readers on an emotional odyssey, lightly revealing the latent possible and profound impact embedded within the complex internet of language. Within the heart-wrenching expanse of this evocative examination, we can embark upon an introspective exploration of the book is main themes, dissect their captivating writing style, and immerse ourselves in the indelible effect it leaves upon the depths of readers souls.

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