

Making Sense of the Organization

THE IMPERMANENT
ORGANIZATION

KARL E. WEICK

Volume Two

Making Sense Of The Organization Vol 2 The Impermanent Organization

Guowei Jian, Gail T. Fairhurst



Making Sense Of The Organization Vol 2 The Impermanent Organization:

Making Sense of the Organization: The Impermanent Organization, Vol. 2 Karl E. Weick, 2009 Making Sense of the Organization, Volume 2 Karl E. Weick, 2009-08-24 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 **Principles of Marketology, Volume 2** Hashem Aghazadeh, 2017-04-28 Principles of Marketology Volume 2 focuses on the practical aspect and demonstrates the applications of marketology referring to market orientation internal marketing business market and competitive analysis concepts and techniques Then the modern marketology and its developments in the future are discussed At the of this volume as the appendix a handbook of marketology is presented in which a practical manual including simple and summarized descriptions of different needed parts and worksheets for executing marketology in an organization is depicted **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 **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

Organizing for Reliability Ranga Ramanujam, Karlene H. Roberts, 2018-02-27 Increasingly scholars view reliability the ability to plan for and withstand disaster as a social construction However there is a tendency to evoke this concept only in the face of catastrophes such as the British Petroleum oil spill or the Space Shuttle Challenger explosion This book frames reliability as a fundamental issue in the study of organizations one that can also improve day to day operations Bringing together a diverse cast of contributors it considers how we can account for the ability of some organizations to maintain high reliability and what we can learn from them The chapters distinguish reliability from related lines of inquiry take stock of relevant research from different disciplinary perspectives highlight implications for practice and identify directions questions and priorities for future research The first of its kind in over twenty years this volume delivers a dynamic base of shared knowledge and an integrative research agenda at a time when organizational reliability has never been so important

Clinical Wisdom and Interventions in Acute and Critical Care, Second Edition Patricia Hooper-Kyriakidis, Daphne Stannard, 2011-03-28 2011 AJN Book of the Year Winner in Critical Care Emergency Nursing This book is a lavishly detailed guide to the essence of becoming an expert nurse I believe this book will secure a place on most educators and expert clinicians bookshelves Every once in a while a better book comes along this is one of those times From the foreword by Joan E Lynaugh PhD RN FAAN Professor Emeritus University of Pennsylvania School of Nursing A classic research based text in nursing practice and education this newly revised second edition explains through first hand accounts of the hard earned experiential wisdom of expert nurses the clinical reasoning skills necessary for top tier nursing in acute and critical settings It provides not only the most current knowledge and practice innovations but also reflects the authors vast experience using the first edition in practice and educational settings This updated edition includes new interviews from acute care critical care perioperative nurses and more Attention is paid to current IOM and nursing guidelines for systems approaches to patient safety with education and leadership implications described throughout It is an essential resource for undergraduate and graduate nursing educators students administrators and managers seeking to improve systems of care and leadership in clinical practice Key Features Articulates major areas of knowledge and skill in acute critical care and perioperative nursing practice Provides vivid first hand accounts of hard earned wisdom that facilitate clinical imagination reflection and lifelong learning Assists faculty educators APNs and mentors in teaching nurses how to recognize recurring clinical syndromes and patterns Bridges the gap from theory to practice in dynamic patient care situations Embraces the

complexity of caring for the critically ill and their families 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 **Business Ethics and Care in Organizations** Marianna Fotaki, Gazi Islam, Anne Antoni, 2019-12-06 Care is a human ability we all need for growing and flourishing It implies considering the needs and interests of others and the quality of how we relate to each other is often defined by care While the value of care in private life is widely recognized its role in the public sphere is contested and subject to political debates In work organizations instrumentality frequently overrides considerations for colleagues and co-workers well-being while relationships are often sacrificed in the service of performance and meeting organizational targets The questions this volume attempts to address concerns the organizational conditions that make care flourish and how a caring organization functions in practice Specifically we examine what it means to care for each other and what enhances caring behaviours in organizations The volume ultimately focuses on how caring relations can contribute to making organizations better places In this perspective care involves the recognition of and the limitations of work as a key aspect of personal and social identity Because care exceeds the sphere of individual intimacy the book will also centre on the necessity for building caring institutions through a political process that considers the needs contributions and prospects of many different actors This book aims to contribute to academic discussions on care in organizations care work business and organizational ethics diversity caring leadership well-being in organizations and research ethics Managers consultants policy makers and students will find reflections about the goodness of care in organizations and guidance about the ethical and practical difficulties of pursuing the project of building caring organizations **The New Pragmatist Sociology** Neil L. Gross, Isaac Ariail Reed, Christopher Winship, 2022-07-05 Pragmatist thought is central to sociology However sociologists typically encounter pragmatism indirectly as a philosophy of science or as an influence on canonical social scientists rather than as a vital source of theory research questions and methodological reflection in sociology today In *The New Pragmatist Sociology* Neil Gross Isaac Ariail Reed and Christopher Winship assemble a range of sociologists to address essential ideas in the field and their historical and theoretical connection to classical pragmatism The book examines questions of methodology social interaction and politics across the broad themes of inquiry agency and democracy Essays engage widely and deeply with topics that motivate both pragmatist philosophy and sociology including rationality speech truth expertise and methodological pluralism Contributors include Natalie Aviles Karida Brown Daniel Cefa Mazon Elfakhani Luis Flores Daniel Huebner Cayce C. Hughes Paul Lichterman John Levi Martin Ann Mische Vontrese D. Pamphile Jeffrey N. Parker Susan Sibley Daniel Silver Mario Small

Iddo Tavory Stefan Timmermans Luna White and Joshua Whitford Design Methods and Practices for Research of Project Management Beverly Pasian, Rodney Turner, 2016-08-12 Design Methods and Practices for Research of Project Management is the most comprehensive guide on how to do research of and in project management Project management as a discipline has experienced near exponential growth in its application across the business and not for profit sectors This second edition of the authoritative reference book offers a substantial update on the first edition with over 60% new content and so provides both practitioner and student researchers with a fully up to date and complete guide to research practice on project management In Design Methods and Practices for Research of Project Management Beverly Pasian and Rodney Turner have brought together 27 original chapters from many of the leading international thinkers in project management research The collection looks at each step in the research stages including research strategy management methodology quantitative and qualitative techniques as well as how to share and publish research findings The chapters offer an international perspective with examples from a wide range of project management applications engineering construction mega projects high risk environments and social transformation Each chapter includes tips and exercises for the research student as well as a complete set of further references The book is the go to text for practitioners undertaking research in companies and also doctoral and masters students and their supervisors who are involved in research projects in and for universities **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 **Managing**

Knowledge in Organizations W. David Holford, 2020-04-28 This book explores organizational knowledge and how it can be pragmatically exploited within many of today's socio-technical-economic contexts. It provides both conceptual and empirical findings across different organizational contexts addressing areas which have either been underdeveloped such as power in relationship to knowledge or require further examination such as the role a more holistic action-oriented view can contribute towards identifying and retaining expert knowledge within an organization especially within digital environments. Further, it looks at how different perceptions, mental models, beliefs, and emotions or lack of as well as differing actions and behaviors affect our abilities to detect hidden risks. This book will guide researchers in rendering the relationship between the managing of knowledge and the presence of risk more visible. [Libraries that Learn](#) Jennifer A. Bartlett, Spencer Acadia, 2019-05-30 Your library already contains organizational knowledge both in your employees and in your institution; this book will lead you towards guiding, fostering, and organizing that knowledge for improved organizational fitness. [Crisis Communication](#) Finn Frandsen, Winni Johansen, 2020-08-24 Finn Frandsen and Winni Johansen have won the 2019 Danish communication prize KOM pris for their world-class research in organisational crises, crisis management, and crisis communication. This prize is awarded by The Danish Union of Journalists Dansk Journalistforbund and Kforum. <http://mgmt.au.dk/nyheder/nyheder/news-item/artikel/finn-frandsen-and-winni-johansen-win-the-kom-pris-2019> The aim of this handbook is to provide an up-to-date introduction to the discipline of crisis communication. Based on the most recent international research and through a series of levels from the textual to the inter-societal level, this handbook introduces the reader to the most important concepts, models, theories, and debates within the field of crisis communication. Crisis communication is a young and very vibrant field of research and practice. It is therefore crucial that researchers, students, and practitioners have access to presentations and discussions of the most recent research. Like the other handbooks in the HOCS series, this handbook contains a general introduction, a chapter on the history of crisis communication research, a series of thematic chapters on crisis communication research at various levels, a chapter on perspectives, a glossary of key terms, and lists of further reading for each chapter with references to publications in English, German, and French. Overview Section I: Introducing the field. General introduction. A brief history of crisis management and crisis communication. From organizational practice to academic discipline. Reframing the field. Public crisis management, political crisis management, and corporate crisis management. Section II: Between text and context. Image repair theory. Situational crisis communication theory. Influences, provenance, evolution, and prospects. Contingency theory. Evolution from a public relations theory to a theory of strategic conflict management. Discourse of renewal. Understanding the theory's implications for the field of crisis communication. Making sense of crisis sensemaking theory. Weick's contributions to the study of crisis communication. Arenas and voices in organizational crisis communication. How far have we come? Visual crisis communication. Section III: Organizational level. To minimize or mobilize? The trade-offs associated with the crisis communication process. Internal crisis communication. On

current and future research Whistleblowing in organizations Employee reactions to negative media coverage Crisis communication and organizational resilience Section IV Interorganizational level Fixing the broken link Communication strategies for supply chain crises Reputational interdependence and spillover Exploring the contextual challenges of spillover crisis response Crisis management consulting An emerging field of study Section V Societal level Crisis and emergency risk communication Past present and future Crisis communication in public organizations Communicating and managing crisis in the world of politics Crisis communication and the political scandal Crisis communication and social media Short history of the evolution of social media in crisis communication Mass media and their symbiotic relationship with crisis Section VI Intersocietal level Should CEOs of multinationals be spokespersons during an overseas product harm crisis Intercultural and multicultural approaches to crisis communication Section VII Critical approaches Ethics in crisis communication Section VIII The future The future of organizational crises crisis management and crisis communication For a detailed table of contents please see here

Developing Leaders for Positive Organizing Bernd Vogel, Rob Koonce, Paula Robinson, 2017-05-19 Leadership is not about individuals it is a complex relational socially co constructed and emergent process This book brings together the latest thinking from business and positive psychology research to provide new insights into leadership organizational development and change

Handbook of Mindfulness Ronald E. Purser, David Forbes, Adam Burke, 2016-10-25 This handbook explores mindfulness philosophy and practice as it functions in today's socioeconomic cultural and political landscape Chapters discuss the many ways in which classic concepts and practices of mindfulness clash converge and influence modern theories and methods and vice versa Experts across many disciplines address the secularization and commercialization of Buddhist concepts the medicalizing of mindfulness in therapies and progressive uses of mindfulness in education The book addresses the rise of the mindfulness movement and the core concerns behind the critiques of the growing popularity of mindfulness It covers a range of dichotomies such as traditional versus modern religious versus secular and commodification versus critical thought and probes beyond the East West binary to larger questions of economics philosophy ethics and ultimately meaning Featured topics include A compilation of Buddhist meditative practices Selling mindfulness and the marketing of mindful products A meta critique of mindfulness critiques from McMindfulness to critical mindfulness Mindfulness based interventions in clinical psychology and neuroscience Corporate mindfulness and usage in the workplace Community engaged mindfulness and its role in social justice The Handbook of Mindfulness is a must have resource for clinical psychologists complementary and alternative medicine professionals practitioners neuroscientists and educational and business management leaders and policymakers as well as related mental health medical and educational professionals practitioners

Global Software Engineering Gamel O. Wiredu, 2019-06-18 Technology and organizations co evolve as is illustrated by the growth of information and communication technology ICT and global software engineering GSE Technology has enabled the development of innovations in GSE The literature on GSE has

emphasized the role of the organization at the expense of technology This book explores the role of technology in the evolution of globally distributed software engineering To date the role of the organization has been examined in coordinating GSE activities because of the prevalence of the logic of rationality i e the efficiency ethos mechanical methods and mathematical analysis and indeterminacy i e the effectiveness ethos natural methods and functional analysis This logic neglects the coordination role of ICT However GSE itself is an organizational mode that is technology begotten technology dominated and technology driven as is its coordination GSE is a direct reflection of ICT innovation change and use yet research into the role technology of GSE has been neglected Global Software Engineering Virtualization and Coordination considers existing fragmented explanations and perspectives in GSE research poses new questions about GSE and proposes a framework based on the logic of virtuality i e creativity ethos electrical methods and technological analysis rather than of rationality and indeterminacy Virtuality is the primary perspective in this book s comprehensive study of GSE The book concludes with an integrated explanation of GSE coordination made possible through ICT connectivity and capitalization

Employee Uncertainty Over Digital Transformation Masaki Matsunaga, 2024-01-01 This book delves into the psychological and behavioral impact of the advent of digital transformation DX on white collar employees in the modern organizational context It uncovers how DX driven uncertainty affects these workers professional identity self efficacy and job performance from a communication centered perspective While effective leadership can serve as a buffer the intricate dynamics of these relationships await further exploration To unravel these complex issues the book employs an array of theoretical frameworks that have been tested against large time separated dyadic datasets collected in Japan In so doing the studies introduced in this book illuminate how employees make sense of and communicate the uncertainties they face Furthermore it highlights a vision driven leadership style and scrutinizes its unique attributes and limitations for addressing team members uncertainty This book is indispensable for executives and managers it is a roadmap to steering digital transformation efforts without igniting resistance or conflict among frontline staff For researchers it s an invaluable resource for analyzing the mechanism of uncertainty management in today s fast paced tech centric environments Moreover the book bridges the gap between interpersonal communication studies and other pivotal disciplines such as leadership management organizational behavior and social psychology in the context of stress and coping with uncertainty

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