

performance, identifying cultural "levers" available to organization leaders. And what is leadership? The committee sorts through a wealth of research to identify behaviors and skills related to leadership effectiveness. The volume examines techniques for developing these skills and suggests new competencies that will become required with globalization and other trends. Mergers, networks, alliances, coalitions--organizations are increasingly turning to new intra- and inter-organizational structures. Enhancing Organizational Performance discusses how organizations cooperate to maximize outcomes. The committee explores the changing missions of the U.S. Army as a case study that has relevance to any organization. Noting that a musical greeting card contains more computing power than existed in the entire world before 1950, the committee addresses the impact of new technologies on performance. With examples, insights, and practical criteria, Enhancing Organizational Performance clarifies the nature of organizations and the prospects for performance improvement. This book will be important to corporate leaders, executives, and managers; faculty and students in organizational performance and the social sciences; business journalists; researchers; and interested individuals.

EBOOK: MANAGING ORGANIZATIONS

Constructing Identity in and Around Organizations

Organizational Behaviour in a Global Context

Managing Web-Enabled Technologies in Organizations: A Global Perspective

Barefoot Global Health Diplomacy

Axel Honneth

An Introduction to Theory, Research, and Practice

How is practical change work carried out in modern organizations? And what kind of challenges, tasks and other difficulties are normally encountered as a part of it? In a turbulent and changing world, organizational culture is often seen as central for sustained competitiveness. Organizations are faced with increased demands for change but these are often so challenging that they meet heavy resistance and fizzle out. Changing Organizational Culture encourages the development of a reflexive approach to organizational change, providing insights as to why it may be difficult to maintain momentum in change processes. Based around an illuminating case study of a cultural change programme, the book provides 15 lessons on the entire change journey; from analysis and design, to implementation and how organizational members should approach change projects. This enhanced edition considers the most recent studies on organizational change practice, with new examples from businesses and the public sector, and includes one empirical study which uses the authors' own framework, enriching their practical recommendations. It also draws on the latest theoretical developments, including ideas of power and storytelling. Accompanying the text is an online pedagogic and research ideas guide available for course instructors and lecturers at

Routledge.com. Changing Organizational Culture will be vital reading for students, researchers and practitioners working in organizational studies, change management and HRM.

In order to be developed, inter-organizational relationships, as well as organizational cultures, rely on communication, learning, trust, commitment, and shared meanings and symbols. This book discusses the emergence and development of an inter-organizational culture, in which meanings, beliefs, and values of people from different companies interact. It proposes that inter-organizational culture can be seen as a culture of intersection, because of the association of cultural perspectives between suppliers and intermediaries. The more the parties are motivated to maintain the relationship, the more willing they are to invest in that relationship, which minimizes the risk of dissolution, promotes interaction, and contributes to cultural changes. The authors consider organizational culture through a three-perspective framework involving integration, differentiation, and fragmentation, at the intersection of which inter-organizational culture develops. This book will provide scholars with a better understanding of the connection between relationship marketing and organizational behavior, through the emergence of a specific culture.

Organizational Culture and Leadership

The Change Agent's Guidebook