

Tempered Radicals How People Use Difference To Inspire Change At Work

This text provides perspectives on the way in which gender plays a role in leadership dynamics and ethics within organizations. It seeks to offer new theoretical models for thinking about leadership and organizational influence. Most studies of women's leadership draw on an ethics of care as characteristic of the way women lead, but as such, it tends towards essentialist gender stereotypes and does little to explain the complex systemic variables that influence the functioning of women within organizations. This book moves beyond the canon in exploring alternative paradigms for thinking about leadership and gender in organizations. The authors draw on the literature available in systems thinking, systemic leadership, and gender theory to offer alternative perspectives for thinking about the ways women lead. The book offers invaluable theoretical perspectives and insightful narratives to graduate students and researchers who are interested in women's leadership, gender and organization. It will be of interest to all women in leadership positions, but specifically to those interested in understanding the systemic nature of leadership and their role within it.

Introduction : Perspectives on Pragmatism and Justice / Susan Dieleman, David Rondel, and Christopher J. Voparil -- Justice as a Larger Loyalty / Richard Rorty -- Abnormal Justice / Nancy Fraser -- Pragmatism's Contribution to Nonideal Theorizing: Fraser, Addams, and Rorty / Christopher J. Voparil -- Empirical Approaches to Injustice : Elizabeth Anderson and the Pragmatists -- Ideal and Actual in Dewey's Political Theory / Matthew Festenstein -- Justice in Context / Ruth Anna Putnam -- Realism, Pragmatism, and Critical Social Epistemology / Susan Dieleman -- Social Inequality, Power, and Politics : Intersectionality in Dialogue with American Pragmatism / Patricia Hill Collins -- Pragmatism and Dreams of Justice : Between Radical Black Philosophy and Deweyan Democracy / V. Denise James -- Contesting Injustice : Why Pragmatist Political Thought Needs Du Bois / Colin Koopman -- Pragmatism, Racial Injustice, and Epistemic Insurrection : Toward an Insurrectionist Pragmatism / José Medina -- An Aesthetics of Resistance : Deweyan Experimentalism and Epistemic Injustice / Paul C. Taylor -- Setting Aside Hope : A Pragmatist Approach to Racial Justice / Shannon Sullivan -- Reconsidering Deweyan Democracy / Hilary Putnam -- Dewey and the Problem of Justice / Peter Manicas -- (What) Can Pragmatists Think About Justice? : Pragmatism and Liberal Egalitarianism / Robert B. Talisse -- A Pragmatist Account of Legitimacy and Authority : Holmes, Ramsey, and the Moral Force of Law / Cheryl Misak -- William James on Justice and the Sacredness of Individuality / David Rondel

What is your level of understanding of the many moral, ideological, and political issues that student affairs educators regularly encounter? What is your personal responsibility to addressing these issues? What are the rationales behind your decisions? What are the theoretical perspectives you might choose and why? How do your responses compare with those of colleagues? Contested Issues in Student Affairs augments traditional introductory handbooks that focus on functional areas (e.g., residence life, career services) and organizational issues. It fills a void by addressing the social, educational and moral concepts and concerns of student affairs work that transcend content areas and administrative units, such as the tensions between theory and practice, academic affairs and student affairs, risk taking and failure; and such as issues of race, ethnicity, sexual orientation, and spirituality. It places learning and social justice at the epicenter of student affairs practice. The book addresses these issues by asking 24 critical and contentious questions that go to the heart of contemporary educational practice. Intended equally for future student affairs educators in graduate preparation programs, and as reading for professional development workshops, it is designed to stimulate reflection and prompt readers to clarify their own thinking and practice as they confront the complexities of higher education. Student affairs faculty, administrators, and graduate students here situate these 24 questions historically in the professional literature, present background information and context, define key terms, summarize the diverse ideological and theoretical responses to the questions, make explicit their own perspectives and responses, discuss their political implications, and set them in the context of the changing nature of student affairs work. Each chapter is followed by a response that offers additional perspectives and complications, reminding readers of the ambiguity and complexity of many situations. Each chapter concludes with a brief annotated bibliography of seminal works that offer additional information on the topic, as well as with a URL to a moderated blog site that encourages further conversation on each topic and allows readers to teach and learn from each other, and interact with colleagues beyond their immediate campus. The website invites readers to post blogs, respond to each other, and upload relevant resources. The book aims to serve as a conversation starter to engage professionals in on-going dialogue about these complex and enduring challenges. Short Contents The 24 questions are organized into four units. I. The Philosophical Foundations of Student Affairs in Higher Education explores the implications and complications of student affair educators placing learning at the epicenter of their professional work. II. The Challenges of Promoting Learning and Development explores the challenges associated with learning-centered practice. III. Achieving Inclusive and Equitable Learning Environments addresses crafting learning environments that include students whose needs are often labeled “special,” or students and/or student subcultures that are often marginalized and encouraged to adapt to normalizing expectations. IV. Organizing Student Affairs Practice for Learning and Social Justice addresses the organizational and professional implications of placing learning and social justice at the epicenter of student affairs practice.

Action research is a term used to describe a family of related approaches that integrate theory and action with a goal of addressing important organizational, community, and social issues together with those who experience them. It focuses on the creation of areas for collaborative learning and the design, enactment and evaluation of liberating actions through combining action and research, reflection and action in an ongoing cycle of cogenerative knowledge. While the roots of these methodologies go back to the 1940s, there has been a dramatic increase in research output and adoption in university curricula over the past decade. This is now an area of high popularity among academics and researchers from various fields—especially business and organization studies, education, health care, nursing, development studies, and social and community work. The SAGE Encyclopedia of Action Research brings together the many strands of action research and addresses the interplay between these disciplines by presenting a state-of-the-art overview and comprehensive breakdown of the key tenets and methods of action research as well as detailing the work of key theorists and contributors to action research. To watch a video of editor David Coghlan discuss the importance of this major reference work as well as the implications, challenges and successes of editing The SAGE Encyclopedia of Action Research, click here: <http://youtu.be/P6YqCdZCZCs>

The Virtuous Organization

Insights from Some of the World's Leading Management Thinkers

Lessons From Effective School Leadership Programs

First Person Action Research

Breathing Space

Upon This Rock

HBR's 10 Must Reads on Change

Inspiring portraits of contemporary African women leaders.

This book is a song of Thanksgiving. Thanksgiving for the people whose courageous witness has transfigured this community—and this pastor. Thanksgiving for the gift of these stories that cry out to be told and retold because in the midst of death they rise to fill the air with life. Breathing Space is the story of a young woman, Heidi Neumark, and the Hispanic and African-American Lutheran church—aptly named Transfiguration—that took a chance calling on a pastor from a starkly different background. Despite living and working in a milieu of overwhelming poverty and violence, Neumark and the congregation encounter even more powerful forces of hope and renewal. This is the story of a church and a community creating space for new life and breath in a place where children suffer the highest asthma rates in the nation. It's also the story of a young woman—working, raising her children, and struggling for spiritual breathing space. Through poignant, intimate stories, Neumark charts her journey alongside her parishioners as pastor, church, and community grow in wisdom and together experience transformation.

With over 70,000 copies of the first edition in print, this radical treatise on public education has been a New Society Publishers' bestseller for 10 years! Thirty years in New York City's public schools led John Gatto to the sad conclusion that compulsory schooling does little but teach young people to follow orders like cogs in an industrial machine. This second edition describes the wide-spread impact of the book and Gatto's "guerrilla teaching." John Gatto has been a teacher for 30 years and is a recipient of the New York State Teacher of the Year award. His other titles include A Different Kind of Teacher (Berkeley Hills Books, 2001) and The Underground History of American Education (Oxford Village Press, 2000).

It sounds like a paradox: How do you engage in autoethnography collaboratively? Heewon Chang, Faith Ngunjiri, and Kathy-Ann Hernandez break new ground on this blossoming new array of research models, collectively labeled Collaborative Autoethnography. Their book serves as a practical guide by providing you with a variety of data collection, analytic, and writing techniques to conduct collaborative projects. It also answers your questions about the bigger picture: What advantages does a collaborative approach offer to autoethnography? What are some of the methodological, ethical, and interpersonal challenges you'll encounter along the way? Model collaborative autoethnographies and writing prompts are included in the appendixes. This exceptional, in-depth resource will help you explore this exciting new frontier in qualitative methods.

How Good People Fight Bias

Diverse Perspectives and Respectful Dialogue

Radical Black Internationalism from Harlem to London, 1917-1939

Dumbing Us Down

The Person You Mean to Be

How Tempered Radicals Effect Change Without Making Trouble

Leadership, Gender, and Organization

Conquer the most essential adaptation to the knowledge economy The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth offers practical guidance for teams and organizations who are serious about success in the modern economy. With so much riding on innovation, creativity, and spark, it is essential to attract and retain quality talent—but what good does this talent do if no one is able to speak their mind? The traditional culture of “fitting in” and “going along” spells doom in the knowledge economy. Success requires a continuous influx of new ideas, new challenges, and critical thought, and the interpersonal climate must not suppress, silence, ridicule or intimidate. Not every idea is good, and yes there are stupid questions, and yes dissent can slow things down, but talking through these things is an essential part of the creative process. People must be allowed to voice half-finished thoughts, ask questions from left field, and brainstorm out loud; it creates a culture in which a minor flub or momentary lapse is no big deal, and where actual mistakes are owned and corrected, and where the next left-field idea could be the next big thing. This book explores this culture of psychological safety, and provides a blueprint for bringing it to life. The road is sometimes bumpy, but succinct and informative scenario-based explanations provide a clear path forward to constant learning and healthy innovation. Explore the link between psychological safety and high performance Create a culture where it's “safe” to express ideas, ask questions, and admit mistakes Nurture the level of engagement and candor required in today's knowledge economy Follow a step-by-step framework for establishing psychological safety in your team or organization Shed the “yes-men” approach and step into real performance. Fertilize creativity, clarify goals, achieve accountability, redefine leadership, and much more. The Fearless Organization helps you bring about this most critical transformation.

Expert author Joanne Martin examines a variety of conflicting ways to study cultures in organizations, including different theoretical orientations, political ideologies (managerial, critical, and apparently neutral); methods (qualitative, quantitative, and hybrid approaches), and styles of writing about culture (ranging from traditional to postmodern and experimental). In addition, she offers a guide for those who might want to study culture themselves, addressing such issues as: What qualitative, quantitative, and hybrid methods can be used to study culture? What standards are used when reviewers evaluate these various types of research? What innovative ways of writing about culture have been introduced? And finally, what are the most important unanswered questions for future organizational culture researchers?

An upbeat cultural evaluation of the sources of illogical decisions explores the reasons why irrational thought often overcomes level-headed practices, offering insight into the structural patterns that cause people to make the same mistakes repeatedly. 150,000 first printing.

In 2010, Debra Meyerson, a Stanford University professor, suffered a severe stroke in which she lost all speech and was paralyzed on her right side. Identity Theft centres on Debra's experience: her stroke, her extraordinary efforts to recover, and her journey to redefine herself. She draws on her skills as a social scientist and conversations with dozens of fellow survivors—, family members, friends, colleagues, therapists, and doctors to paint a new picture of the emotional journey through the identity-based challenges born from stroke and other accidents and illnesses that rob people of important capabilities. She shares amazing personal stories and uses them to illustrate lessons we can all learn from. She addresses these important questions: Who are you after a stroke? How do I define myself in the face of more limited abilities? How do you grieve the loss of you? What is really important to me? Who do you become during your recovery? How do I fit in? This is not a how-to book for recovery, nor will it tell you what you'll experience or how you should deal with the loss of ability, but it's a book full of hope for stroke survivors. It gives them and their support network a broad picture of what might lie ahead. And it explores some critical questions that, in the more prevalent focus on physical recovery, are all too often overlooked in the effort to help people who have lost capabilities from stroke or otherwise.

Pragmatism and Justice

Predictably Irrational

Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth

The Hidden Curriculum of Compulsory Schooling

Tempered Radicals

Rocking the Boat

Handbook of Research on Teacher Education and Professional Development

As the war for talent rages on, organizations are seeking proven methods for leveraging diversity as a resource. Creating the Multicultural Organization challenges today's organizations to stop “counting heads for the government” and begin creating effective strategies for a more positive approach to managing diversity. Using a model outlined in his earlie rworks, Taylor Cox Jr.—an associate professor at the University of Michigan Business School and president of his own consulting firm—shows readers the many practical and innovative ways that top organizations such as Alcoa effectively address diversity issues to secure and develop the talent that they need in order to succeed. A University of Michigan Business School Series Book

In First Person Action Research Judi Marshall invites her reader to join her in the rich world of first person inquiry: a reflexive approach to life and to one's own participation in research and learning. Written as a collage of interrelated chapters, fragments and voices, this is an important meditation on the nature of inquiring action. Judi Marshall's book provides an accessible introduction to self-reflective practice; exploring its principles and practices and illustrating with reflective accounts of inquiry from the author's professional and personal life. The book also considers action for change in relation to issues of ecological sustainability and corporate responsibility. Writing is reviewed as a process of inquiry, and as a way to present action research experiences. Connections are made with the work of the literary authors Nathalie Sarraute and Kazuo Ishiguro to expand the scope of typical academic writing practices. First Person Action Research is an important and practical resource for students, teachers and practitioners of action research alike. It is a thoughtful and sensitive account of an emerging field in Research Methods.

Business.

The second edition of the bestselling The SAGE Handbook of Organizational Institutionalism has been thoroughly revised with new chapters added, bringing together extensive coverage of aspects of Institutional Theory.

Handbook on Promoting Social Justice in Education

Organizational Culture

Miracles of a Black Church, The

In the War for American Ideals

Radical Change

Preparing Principals for a Changing World

Tempered Radicals and Critical Servant Leaders

Electronic Inspection Copy available for instructors here The first edition of *Making Sense of Management* set out to provide a fresh perspective on management that was both broad and critical, exploring how the disruptive and constructive potential of critical theory can be realized in organizations. Along the way, it has proven to be a landmark contribution to critical management studies. As well as setting the agenda for current research, this revised edition has been written to appeal to a broader readership and open up critical theory for the general management student. New sections on HRM, brands, identity, ethics and leadership have been fully developed alongside the rest of the text to reflect the current state of play in critical management studies. The second edition of *Making Sense of Management* will be of interest to students and researchers in critical management studies and students on general management courses with a critical perspective.

The field of music production has for many years been regarded as male-dominated. Despite growing acknowledgement of this fact, and some evidence of diversification, it is clear that gender representation on the whole remains quite unbalanced. Gender in Music Production brings together industry leaders, practitioners, and academics to present and analyze the situation of gender within the wider context of music production as well as to propose potential directions for the future of the field. This much-anticipated volume explores a wide range of topics, covering historical and contextual perspectives on women in the industry, interviews, case studies, individual position pieces, as well as informed analysis of current challenges and opportunities for change. Ground-breaking in its synthesis of perspectives, Gender in Music Production offers a broadly considered and thought-provoking resource for professionals, students, and researchers working in the field of music production today.

"A great American tale told with a deft historical eye, painstaking analysis, and a supple clarity of writing."—Jean Baker "My husband considered you a dear friend," Mary Todd Lincoln wrote to Frederick Douglass in the weeks after Lincoln's assassination. The frontier lawyer and the former slave, the cautious politician and the fiery reformer, the President and the most famous black man in America—their lives traced different paths that finally met in the bloody landscape of secession, Civil War, and emancipation. Opponents at first, they gradually became allies, each influenced by and attracted to the other. Their three meetings in the White House signaled a profound shift in the direction of the Civil War, and in the fate of the United States. James Oakes has written a masterful narrative history, bringing two iconic figures to life and shedding new light on the central issues of slavery, race, and equality in Civil War America.

This text explores the experiences of tempered radicals. These are people who want to become valued and successful members of their organisations without selling out on who they are and what they believe in.

Books for Youth in a Digital Age
The Politics of Collective Violence

Managing Organizational Deviance
Women's Spiritual Leadership in Africa
A Critical Introduction

How People Use Difference to Inspire Change at Work

Most people feel at odds with their organizations at one time or another: Managers with families struggle to balance professional and personal responsibilities in often unsympathetic firms. Members of minority groups strive to make their organizations better for others like themselves without limiting their career paths. Socially or environmentally conscious workers seek to act on their values at firms more concerned with profits than global poverty or pollution. Yet many firms leave little room for differences, and people who don't "fit in" conclude that their only option is to assimilate or leave. In *Rocking the Boat*, Debra E. Meyerson presents an inspiring alternative: building diverse, adaptive, family-friendly, and socially responsible workplaces not through revolution but through walking the tightrope between conformity and rebellion. Meyerson shows how these "tempered radicals" work toward transformational ends through incremental means—sticking to their values, asserting their agendas, and provoking change without jeopardizing their hard-won careers. Whether it's by resisting quietly, leveraging "small wins," or mobilizing others in legitimate but powerful ways, tempered radicals turn threats to their identities into opportunities to make a positive difference in their companies—and in the world. Timely and provocative, *Rocking the Boat* puts self-realization and change within everyone's reach—whether your difference stems from race, gender, sexual orientation, values, beliefs, or social perspective. *Preparing Principals for a Changing World* provides a hands-on resource for creating and implementing effective policies and programs for developing expert school leaders. Written by acclaimed author and educator Linda Darling-Hammond and experts Debra Meyerson, Michelle LaPointe, and Margaret Terry Orr, this important book examines the characteristics of successful educational leadership programs and offers concrete recommendations to improve programs nationwide. In a study funded by the Wallace Foundation, Darling-Hammond and the team examined eight exemplary principal development programs, as well as state policies and principals' experiences across the country. Using the data from the study, they reveal how successful programs are structured, the skills and knowledge participants gain, and what they are able to do in practice as school leaders as a result. What do these exemplary programs have in common? Aggressive recruitment; close ties with schools in the community; on-the-ground training under the wing of expert principals, and a strong emphasis on the cutting-edge theories of instructional and transformational leadership. In addition to highlighting the programs' similarities, the study also explains the differences among the programs and sheds light on the effectiveness of approaches and models from different states and contexts?East, West, North, and South; urban and rural; pre-service and in-service. The authors analyze program outcomes for principals and their schools, including illustrative case studies and educators' voices on the influence of programs' strategies for recruitment, internships, mentoring, and coursework. The ideas and suggestions outlined in *Preparing Principals for a Changing World* are presented with the goal of increasing the number of highly qualified, thoughtful, and innovative educational leaders.

With the ever-changing climate of education around the globe, it is essential that educators stay abreast of the most updated teaching methods and applications. To do this, fostering teacher education programs that include innovative practices and initiatives within the field is imperative. The *Handbook of Research on Teacher Education and Professional Development* investigates current initiatives and approaches in educational programs. Focusing on research studies and theoretical concepts on innovative projects related to teacher education and professional development programs, this book is a pivotal reference source for academics, professionals, students, practitioners, and researchers.

Throughout her life, Gabrielle Chanel was close to the greatest artists of her time, including poets Jean Cocteau and Pierre Reverdy, painters Pablo Picasso and Salvador Dalí, and composer Igor Stravinsky. The creative heritage of the House of CHANEL has continued throughout the decades, from Gabrielle Chanel to Karl Lagerfeld, in the form of a dialogue established between artists and authors. The impact of these individuals and others on Chanel's designs is explored in detail throughout the book. Paintings, sketches, letters, documents, and rare archival photographs illustrate the influence of different eras and inspirations on the clothing, jewelry, and perfumes that have shaped fashion throughout the decades. Moving from the little black dress to the women's suit to CHANEL No5, *CULTURE CHANEL* explores the bold path of a brand that has always known how to express the essence of its times, a fashion house that continues to be an enduring symbol of modernity.

The SAGE Encyclopedia of Action Research
How Everyday Leaders Inspire Change at Work
Human, All Too Human

The Radical and the Republican: Frederick Douglass, Abraham Lincoln, and the Triumph of Antislavery Politics

Hyper-Organization
Rediscovering Ourselves After Stroke
Young Radicals

From the co-author of the #1 New York Times bestseller *Hamilton: The Revolution*, the stunning story of five American radicals fighting for their ideals as the country goes mad around them "Inspiring and entertaining."—David Brooks, *The New York Times* "It's not difficult to see why [Lin-Manuel] Miranda would have been attracted to [Jeremy] McCarter as a writing partner."—*The Wall Street Journal* "One of the exciting new nonfiction books this summer."—*Time* Where do we find our ideals? What does it mean to live for them—and to risk dying for them? For Americans during World War I, these weren't abstract questions. Young Radicals tells the story of five activists, intellectuals and troublemakers who agitated for freedom and equality in the hopeful years before the war, then fought to defend those values in a country pitching into violence and chaos. Based on six years of extensive archival research, Jeremy McCarter's dramatic narrative brings to life the exploits of Randolph Bourne, the bold social critic who strove for a dream of America that was decades ahead of its time; Max Eastman, the charismatic poet-propagandist of Greenwich Village, whose magazine *The Masses* fought the government for the right to oppose the war; Walter Lippmann, a boy wonder of socialism who forged a new path to seize new opportunities; Alice Paul, a suffragist leader who risked everything to win women the right to vote; and John Reed, the swashbuckling journalist and impresario who was an eyewitness to—and a key player in—the Russian Revolution. Each of these figures sensed a moment of unprecedented promise for American life—politically, socially, culturally—and struggled to bring it about, only to see a cataclysmic war and reactionary fervor sweep it away. A century later, we are still fighting for the ideals these five championed: peace, women's rights, economic equality, freedom of speech—all aspects of a vibrant American democracy. The story of their struggles brings new light and fresh inspiration to our own. Praise for *Young Radicals* "In this lively, if at times swooningly earnest, portrait of artists, activists, writers and intellectuals, McCarter chronicles a moment in American history when 'socialism, progressivism, modernism, and feminism all exploded at once.'"—*Newsday* "A brisk pace and sympathetic portraits make for an entertaining, well-researched history of a decade marked by ebullience, hope, and pain."—*Kirkus Reviews* "McCarter's prose is engaging, moving, and, at times, laugh-out-loud funny. Recommended for young radicals today who want to understand past attempts to change the world in the face of repression."—*Library Journal* (starred review)

Hyper-Organization offers an institutional explanation for the expansion of formal organization in the contemporary era-in numbers, internal complexity, social domains, and national contexts. Much expansion is hard to justify in terms of technical production or political power, it lies in areas such as protecting the environment, promoting marginalized groups, or behaving with transparency. The authors argue that expansion is supported by widespread cultural rationalization characterized by scientism, rights and empowerment discourses, and an explosion of education. These cultural changes are transmitted through legal, accounting, and professionalization principles, driving the creation of new organizations and the elaboration of existing ones. The resulting organizations are constructed to be proper social actors, as much as functionally effective entities. They are painted as autonomous and integrated but depend heavily on external definitions to sustain this depiction. So expansion creates organizations that are, whatever their actual effectiveness, structurally arational. This book advances theories of social organization in three main ways. First, by giving an account of the expansive rise of 'organization' rooted in rapid worldwide cultural rationalization. Second, explaining the construction of contemporary organizations as purposive actors, rather than passive bureaucracies or loose associations. Third, showing how the expanded actorhood of the contemporary organization, and the associated interpenetration with the environment, dialectically generate structures far removed from instrumental rationality.

"Finally, an engaging, evidence-based book about how to battle biases, champion diversity and inclusion, and advocate for those who lack power and privilege. Dolly Chugh makes a convincing case that being an ally isn't about being a good person—it's about constantly striving to be a better person."—Adam Grant, *New York Times* bestselling author of *Give and Take, Originals, and Option B* with Sheryl Sandberg Foreword by Laszlo Bock, the bestselling author of *Work Rules!* and Former Senior Vice President of People Operations at Google An inspiring guide from Dolly Chugh, an award-winning social psychologist at the New York University Stern School of Business, on how to confront difficult issues including sexism, racism, inequality, and injustice so that you can make the world (and yourself) better. Many of us believe in equality, diversity, and inclusion. But how do we stand up for those values in our turbulent world? *The Person You Mean to Be* is the smart, "semi-bold" person's guide to fighting for what you believe in. Dolly reveals the surprising causes of inequality, grounded in the "psychology of good people". Using her research findings in unconscious bias as well as work across psychology, sociology, economics, political science, and other disciplines, she offers practical tools to respectfully and effectively talk politics with family, to be a better colleague to people who don't look like you, and to avoid being a well-intentioned barrier to equality. Being the person we mean to be starts with a look at ourselves. She argues that the only way to be on the right side of history is to be a good-ish—rather than good—person. Good-ish people are always growing. Second, she helps you find your "ordinary privilege"—the part of your everyday identity you take for granted, such as race for a white person, sexual orientation for a straight person, gender for a man, or education for a college graduate. This part of your identity may bring blind spots, but it is your best tool for influencing change. Third, Dolly introduces the psychological reasons that make it hard for us to see the bias in and around us. She leads you from willful ignorance to willful awareness. Finally, she guides you on how, when, and whom, to engage (and not engage) in your workplaces, homes, and communities. Her science-based approach is a method any of us can put to use in all parts of our life. Whether you are a long-time activist or new to the fight, you can start from where you are. Through the compelling stories Dolly shares and the surprising science she reports, Dolly guides each of us closer to being the person we mean to be.

Managing Organization Deviance draws together contributions written by recognized experts and includes short cases written specifically for this volume. Considered in this book are both micro and macro perspectives of deviance and dysfunctional behavior. Offering practical guidance to those faced with ambiguous situations of deviant behaviour in the workplace it considers cross-cultural implications and views of deviance as well as the moral implications of deviance for the organization, group and individual.

Identity Theft
Felix Holt, the Radical
Gender in Music Production
The Fearless Organization
Living Life as Inquiry
The SAGE Handbook of Organizational Institutionalism
Feminists in Development Organizations

In this intellectual history, Minkah Makalani reveals how early-twentieth-century black radicals organized an international movement centered on ending racial oppression, colonialism, class exploitation, and global white supremacy. Focused primarily on two organizations, the Harlem-based African Blood Brotherhood, whose members became the first black Communists in the United States, and the International African Service Bureau, the major black anticolonial group in 1930s London, In the Cause of Freedom examines the ideas, initiatives, and networks of interwar black radicals, as well as how they communicated across continents. Through a detailed analysis of black radical periodicals and extensive research in U.S., English, Dutch, and Soviet archives, Makalani explores how black radicals thought about race; understood the ties between African diasporic, Asian, and international workers' struggles; theorized the connections between colonialism and racial oppression; and confronted the limitations of international leftist organizations. Considering black radicals of Harlem and London together for the first time, In the Cause of Freedom reorients the story of blacks and Communism from questions of autonomy and the Kremlin's reach to show the emergence of radical black internationalism separate from, and independent of, the white Left.

Every day in international development organizations, feminists make use of strategy, tactics, wisdom and skill to act for their principles. Most of their strategies are invisible and their tactics subtle. They draw on networks of friendships and relationships that create ripples of effect in enabling their organizations to be pathways of women's empowerment. Feminists in Development Organizations arises from a collaborative project between 2007 and 2012 in which a group of feminists working inside the head offices of multilateral organizations, government aid agencies and international non-governmental organizations came together to critically reflect on their work. The personal stories in this book show that these feminists are 'tempered radicals' positioned on the border of the development agencies that employ them. It is a place where they are neither fully one thing nor another: neither fully paid-up, pen-pushing bureaucrats, nor full-blown feminist activists on the barricades. Nevertheless, these feminist bureaucrats see their work as urgent, essential and a necessary contribution to global efforts to achieve women's rights. Through a series of case studies written by women in development organizations this book reflects on the progress of gender mainstreaming. It shows how feminists can build effective strategies to influence development organizations. It demonstrates and fosters a creative dialogue between feminists working inside and outside bureaucracies for greater understanding and more effective alliances for social change. This book is aimed at staff of development organizations -- who want their organizations to become an instrument in helping transform the lives of women -- and at students and researchers concerned with the politics of gender mainstreaming. Rosalind Eyben has had long experience of working as a practitioner and bureaucrat, including at the UK Department for International Development (DFID). She is currently a professorial fellow at the Institute of Development Studies, University of Sussex, where she has been a member of the Pathways of Women's Empowerment international research consortium, studying power and relations in international aid. Laura Turquet has worked on gender equality as an advocate and researcher for the past decade, including at the Fawcett Society, Action Aid UK and the newly established United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) in New York. 'The innovative and even subversive strategies these feminist pioneers have deployed to make their institutions more accountable to women is a revelation.' Sriatha Batliwala, Scholar Associate, Association for Women's Rights in Development (AWID) 'Seldom can outsiders understand the challenges of life-on-the-edge within bureaucracies that are ambivalent about employing you for what you believe in.' Alan Fowler, Emeritus Professor of Civil Society in International Development, Erasmus University

Warren Bennis has become synonymous with leadership, exploring all its dimensions as both practitioner and scholar for over four decades. *Managing the Dream* is an intimate portrait of leadership, comprising over a dozen essays that represent the author's most incisive and creative thinking. It features many of Bennis's most recent works, including "The End of Leadership," and a new preface reflecting on the challenge of leadership in the new millennium.

Tempered RadicalsHow People Use Difference to Inspire Change at WorkHarvard Business Press

Mapping the Terrain
Making Sense of Management
Managing Risk and Resilience in Airline Flight Safety
Global Organizational Expansion
Change from the Margins
Contested Issues in Student Affairs

A Spiritual Journey in the South Bronx

Offers a conceptual framework for understanding and evaluating books that appeal to today's youth

In this widely acclaimed bestseller, the author of *Small Victories* tackles another explosive issue, this time race in America, by taking an in-depth look at the pastor of a thriving black church in one of New York's most desperate slums. The *Handbook on Promoting Social Justice* in Education explores social justice elements across the global human continuum in the field of education and offers the skills and ways of thinking to achieve a more equitable, caring and fair world. Education is not the sole or even the primary answer to social justice as this would assume educators have control over the complexity of one's nation/states and multi or transnational organizations, and especially the diversity by context of family life. What education does offer are the skills and ways of thinking to achieve a more equitable, caring, and fair world in pursuit of achieving the ends of social justice. The handbook will look at three major themes—Political Inequality, Educational Economic Inequality, and Cultural Inequality. Editorial Board Khalid ArakKadir BeyciogluFenwick EnglishAletha M. HarvenJohn M. HeffronDavid John MathesonMarta Sánchez

Drawing on extensive and detailed fieldwork within airlines-an industry that pioneered near-miss analysis- this book develops a clear set of practical implications and theoretical propositions regarding how all organizations can learn from 'near-miss' events and better manage risk and resilience.

Managing The Dream
Collaborative Autoethnography
A Book for Free Spirits
A Strategy for Capturing the Power of Diversity
Close Calls
The Hidden Forces That Shape Our Decisions
In the Cause of Freedom

Set in 1830s England, Felix Holt tells the story of proud and sensitive Esther Lyon, who dreams of a life of refinement and must choose between wealthy Harold Transome and idealistic reformer Felix Holt.

Are there any commonalities between such phenomena as soccer hooliganism, sabotage by peasants of landlords' property, incidents of road rage, and even the events of September 11? With striking historical scope and command of the literature of many disciplines, this book, first published in 2003, seeks the common causes of these events in collective violence. In collective violence, social interaction immediately inflicts physical damage, involves at least two perpetrators of damage, and results in part from coordination among the persons who perform the damaging acts. Professor Tilly argues that collective violence is complicated, changeable, and unpredictable in some regards, yet that it also results from similar causes variously combined in different times and places. Pinpointing the causes, combinations, and settings helps to explain collective violence and its variations, and also helps to identify the best ways to mitigate violence and create democracies with a minimum of damage to persons and property.

Nearly all of us feel at odds with the organizations we work for at one time or another. Managers who are also parents struggle to succeed-and be there for their families-in companies that don't offer flextime. Women and people of color want to make their organizations better for others like themselves-without limiting their own career paths. Environmentally conscious workers seek to act on their values and climb the executive ladder at firms more concerned with profits than pollution. While many who don't "fit in" with the corporate culture choose to assimilate or leave, *Tempered Radicals* offers an inspiring alternative. In this provocative book, Debra Meyerson argues that this tension-between expressing our "whole selves" and building careers in companies that leave little room for differences-can pave the way for learning, leadership, and positive change in organizations. Based on fifteen years of research and observation, *Tempered Radicals* reveals that adaptive, diverse, family-friendly, and socially responsible workplaces are built not by revolutionaries but by those she calls "tempered radicals"-people who successfully walk the tightrope between conformity and rebellion. Whereas "untempered" radicals use drama and heroics to effect change, these individuals work toward transformational ends with incremental means; whereas radicals lead episodically, tempered radicals lead every day-with conviction, patience, and courage. Through stories of tempered radicals from doctors to teachers to CEOs to entrepreneurs, Meyerson illustrates how these "everyday leaders" stick to their values, assert their agendas, and provoke learning and change without jeopardizing hard-won careers. Whether one's difference stems from race, gender, sexual orientation, values, beliefs, or social perspectives, the book presents a spectrum of effective responses to the pressure to conform that range from resisting quietly to leveraging "small wins" to mobilizing others in legitimate but powerful ways. Putting self-realization and change within everyone's reach, this book shows how to turn threats to our identities into opportunities to make a positive difference in our companies and in the world. Debra E. Meyerson is visiting Professor of Organizational Behavior at Stanford University's Graduate School of Business, and at the Center for Work, Technology, and Organization within Stanford's School of Engineering. She is also affiliated faculty at the Center for Gender in Organizations at the Simmons Graduate School of Management. She lives in Northern California.

Creating the Multicultural Organization