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DESIGNING TEAM-BASED ORGANIZATIONS

New Forms for
Knowledge
Work

Designing Team Based Organizations New Forms For Knowledge Work

Edward E. Lawler, III



Designing Team Based Organizations New Forms For Knowledge Work:

Designing Team-Based Organizations Susan Albers Mohrman, Susan G. Cohen, Allan M. Mohrman, 1995-05-10 This book presents a grounded framework to guide the design of the team based organization It provides theory and concepts to underpin the design describes and gives case examples illustrating the five steps of the design process and outlines key issues such as changing roles empowerment and the transition process *International Handbook of Organizational Teamwork and Cooperative Working* Michael A. West, Dean Tjosvold, Ken G. Smith, 2008-05-27 In today's fast changing hyper competitive environment teamwork and co operative working enhance the organisation's adaptive capability The team rather than the individual is increasingly seen as the building block of organisations and a key source of competitive advantage The International Handbook of Organisational Teamwork and Co operative Working provides a clear focus on the psychological and social processes that can stimulate successful cooperation and teamwork Michael West Dean Tjosvold and Ken Smith have brought together the world's leading authorities from a range of social science disciplines to provide a contemporary review of established and emerging perspectives Throughout the book processes that both facilitate and obstruct successful cooperation and teamwork are detailed alongside guidance on best practice and methodology The challenging and alternative perspectives presented will inform future research and practice The result is a systematic and comprehensive synthesis of knowledge from a range of disciplines that will prove invaluable to professionals researchers and students alike A systematic and coherent framework which organizes and structures the knowledge in this field An outstanding collection of authoritative high profile authors Challenging alternative perspectives that will stimulate and enlighten future research and practice Selective updated bibliographies of key literatures support every chapter a valuable resource for students trainers and practitioners *Designing Dynamic Organizations* Jay R. Galbraith, Diane Downey, Amy Kates, 2002 A practical guide for executives and managers who need to make restructuring decisions This book shows business leaders how to examine their choices and examples and worksheets pilot readers through the essential steps of organizational design *Creating High Performance Teams* Ray Aldag, Loren Kuzuhara, 2015-02-11 Creating High Performance Teams is an accessible and thorough new introduction to this key area of business education Written by teams experts Ray Aldag and Loren Kuzuhara this book provides students with both a firm grounding in the key concepts of the field and the practical tools to become successful team managers and members Built on a solid foundation of the most up to date research and theory chapters are packed with case studies real world examples tasks and discussion questions while a companion website supports the book with a wealth of useful resources for students team members and instructors Centered around an original model for high performance teams topics covered include Building and developing effective teams Managing diversity Effective communication Team processes meetings performance management Dealing with change and team problems Current issues virtual teams globalization With its combined emphasis on principles and application interwoven with the tools topics and teams most

relevant today Creating High Performance Teams is perfectly placed to equip upper level undergraduate and MBA students with the knowledge and skills necessary to take on teams in any situation

Knowledge Management and Organizational Design Paul S. Myers,1996 Contains 14 essays which discuss strategies organizations can utilize to manage internal knowledge effectively to enhance business performance

Results-Based Leadership David Ulrich,Jack Zenger,Norman Smallwood,1999-04-06 A landmark book Results Based Leadership challenges the conventional wisdom surrounding leadership Authors Ulrich Zenger and Smallwood world renowned experts in human resources and training argue that it is not enough to gauge leaders by personal traits such as character style and values Rather effective leaders know how to connect these leadership attributes with results Results Based Leadership shows executives how to deliver results in four specific areas results for employees for the organization for its customers and for its investors The authors provide action oriented guidelines that readers can follow to develop and hone their own results based leadership skills By shifting our focus to the connection between the attributes and the results of leadership this perceptive new guide fundamentally improves our understanding of effective leadership Results Based Leadership brings a refreshing clarity and directness to the leadership discussion providing a hands on program to help executives succeed with their leadership challenges

The Handbook of High Performance Virtual Teams Jill Nemiro,Michael M. Beyerlein,Lori Bradley,Susan Beyerlein,2015-06-10 The Handbook of High Performance Virtual Teams is an essential resource for leaders virtual team members and work group leaders The editors provide a proved framework based on five principles for working collaboratively across boundaries of time space and culture Written by experts in the field the contributors offer practical suggestions and tools for virtual team who need to assess their current level of effectiveness and develop strategies for improvement This important resource also contains an array of illustrative cases as well as practical tools for designing implementing and maintaining effective virtual work

From The Ground Up Edward E. Lawler, III,2008-08-06 Der technologische politische und wirtschaftliche Wandel hat eine komplexe Arbeitswelt geschaffen wodurch eine Flut neuer Managementtrends ins Leben gerufen wurde Jeder dieser Trends wie z B Qualitätsmanagement Restrukturierung und Management by Empowerment um nur einige zu nennen tr gt nur einen Teil zur L sung des Problems bei Mittlerweile entwickelt sich eine Neue Logik die auf diesen Modellen aufbaut und sie dann weiterentwickelt Die 6 Grunds tze die die Basis f r diese Neue Logik bilden werden in From the Ground Up ausf hrlich erl utert Die Neue Logik ist keine fl chtige Erscheinung sondern eine langfristig ausgelegte Strategie die zum entscheidenden Wettbewerbsvorteil und damit zu dauerhaftem Erfolg f hrt

Knowledge Management and Organisational Design Paul S Myers,2009-11-03 The first in the readers series called Resources for the Knowledge Based Economy Knowledge Management and Organizational Design is a unique compilation of articles and book excerpts that describe how the management of an organization shapes the levels of knowledge transfer innovation and learning The collection draws on fifty years of management thinking and presents key

issues facing knowledge intensive organizations The selections are concise clearly written and present a rich framework of examples drawn from real management experience Arranged thematically the chapters discuss decision making organization structure innovation strategic alliances managing knowledge workers and power relations Represented in this volume are the ideas of influential academics including the late economist Frederick Hayek and French sociologist Michael Crozier as well as world renowned management thinkers such as Harvard Business School Professor Rosabeth Moss Kanter and Charles Handy

Knowledge Workers in the Information Society Pasi Pyöriä, 2005 Offers a critical perspective on knowledge work arguing that the rise of knowledge work is not only an economic or managerial issue it reflects a major social and cultural transformation comparable to the Industrial Revolution Sheds light on the everyday realities of knowledge work with empirical evidence from Finland

Handbook of Research on Communities of Practice for Organizational Management and Networking: Methodologies for Competitive Advantage Hern ez, Olga Rivera, Bueno Campos, Eduardo, 2011-04-30 This book provides a sound understanding of the managerial implications of communities of practice as well as their opportunities and limits for knowledge management nota del editor

Research in Organizational Change and Development Abraham B. (Rami) Shani, Debra A. Noumair, 2021-11-26 Volume 29 of Research in Organizational Change and Development includes ten contributions from colleagues around the globe with powerful insights and potentially relevant impact for researching and practicing organization change and development during and post the pandemic

Strategic Learning in a Knowledge Economy Robert L Cross, Sam Israelit, 2009-11-03 Strategic Learning in a Knowledge Economy defines unique and powerful ways that organizations can foster learning at the individual group and organizational levels a capability critical to both strategic objectives and business performance The book explains how individuals and organizations learn clarifying cognitive and social aspects of the topic Readers will understand how learning enables organizations and individuals to better create assimilate and transfer knowledge Strategic Learning in a Knowledge Economy helps managers create individual and collective processes that maximize the quality of the knowledge created and learned and ensures this knowledge is effectively used The book appropriately redefines the frequently narrow and technology oriented view of learning and explains how an effective learning strategy ensures that a broad base of employees learn and implement vital organizational lessons Strategic Learning in a Knowledge Economy features focused discussions of organizational core competencies learning and innovation communities of practice assessing organizational learning capabilities and other important learning topics This authoritative compendium helps readers master organizational issues crucial in today s knowledge economy by

Team Performance in Health Care Gloria D. Heinemann, Antonette M. Zeiss, 2012-12-06 The idea of teamwork in health care emerged at several times during the th 20 century as the result of shifts in the nature and demands of health care and societal needs Examples include medical and surgical teams serving the military in World War II primary care teams staffing Community Health Centers created by President Johnson s War On Poverty and geriatric care

teams established to serve the rapidly growing number of aging citizens Collaborative teamwork surfaced as a rational solution to health care needs but political and economic consensus to support widespread implementation was lacking The increasing complexity of providing health care seemed best served by the skills and efforts of interdisciplinary teams but such care was viewed as expensive so evaluation of its effectiveness became essential There were major problems in conducting such evaluation however First no clear theory guided the concept and practice of teamwork Early attempts to employ theoretical constructs explaining the behavioral and organizational phenomena of teamwork borrowed from theories of group dynamics communication organizational development and general systems Further few reliable validated instruments existed to evaluate team process function or effectiveness The best early efforts at research and evaluation came from academic centers funded by the Office of Interdisciplinary Programs of the Bureau of Health Professions 1975-78 and from the Veterans Affairs Interprofessional Team Training Development Program

Handbook of Social Psychology, Volume 2 Susan T. Fiske, Daniel T. Gilbert, Gardner Lindzey, 2010-02-15 The classic Handbook of Social Psychology has been the standard professional reference for the field of social psychology for many years Now available in a new edition Volume 2 of this internationally acclaimed work brings readers up to date with new chapters on social neuroscience mind perception morality and social stratification The editors have structured Volume 2 in a way that highlights the many levels of analysis used by contemporary psychologists All academics graduate students and professional social psychologists will want to own a copy of this landmark work

Creativity and Innovation in Organizational Teams Leigh L. Thompson, Hoon-Seok Choi, 2006-04-21 Creativity and Innovation in Organizational Teams stemmed from a conference held at the Kellogg School of Management in June 2003 covering creativity and innovation in groups and organizations Each chapter of the book is written by an expert and covers original theory about creative processes in organizations The organization of the text reflects a longstanding notion that creativity in the world of work is a joint outcome of three interdependent forces individual thinking group processes and organizational environment Part I explores basic cognitive mechanisms that underlie creative thinking and includes chapters that discuss cognitive foundations of creativity a cognitive network model of creativity that explains how and why creative solutions form in the human mind and imports a ground breaking concept of creativity templates to the study of creative idea generation in negotiation context The second part is devoted to understanding how groups and teams in organizational settings produce creative ideas and implement innovations Finally Part III contains three chapters that discuss the role of social organizational context in which creative endeavors take place The book has a strong international mix of scholarship and includes clear business implications based on scientific research It weaves the disciplines of psychology cognition and business theory into one text

Research in Organizational Change and Development William A. Pasmore, Richard W. Woodman, Abraham B. (Rami) Shani, 2010-06-14 Contains nine papers that address the challenges in organizational change report the results of change related research and advocate methodological advances in the field

Shared Cognition in Organizations John M. Levine, Leigh L. Thompson, David M. Messick, 2013-09-05 Written for those interested in the topic of shared knowledge in organizations this edited volume brings together a variety of themes and perspectives that emerge when multidisciplinary scholars examine this important subject The papers were presented at a conference designed to bring together behavioral scientists who were interested in the creation conversation distribution and protection of knowledge in organizations The editors bring together a distinguished group of social psychologists who have made important contributions to social cognition and group processes They cast a wide net in terms of the topics covered and challenged the authors to think about how their research applies to the management or mismanagement of knowledge in organizations The volume is divided into three sections knowledge systems emotional motivational systems and communication and behavioral systems A final conclusion chapter discusses and integrates the various contributions

Applied Organizational Communication , Shared Leadership Craig L Pearce, Jay A. Conger, 2002-12-20 Shared Leadership offers a much needed shift in our thinking about how leadership happens in teams and organizations Pearce and Conger have brought together a diverse group of authors who collectively offer a comprehensive view of developing implementing and studying shared leadership in organizations This volume is sure to fulfill its goal of jump starting our knowledge of the shared leadership phenomenon Cynthia D McCauley Ph D Vice President Leadership Development Center for Creative Leadership How leadership is shared in teams and organizations is an important subject but one that has received little attention in most of the leadership literature This timely book provides a rich and varied perspective on the subject The highly qualified collection of scholars provide a good theoretical foundation to guide the future study of shared leadership Gary Yukl State University of New York at Albany The time is as ripe as ever for a new paradigm of leadership that the authors simply call shared leadership This timely volume effectively jumpstarts our knowledge of this emerging field by presenting a number of critical perspectives examining shared leadership using conceptual empirical and applied lenses Joe Raelin Asa S Knowles Chair of Practice Oriented Education Northeastern University and author of Creating Leaderful Organizations How to Bring Out Leadership in Everyone This volume redefines the essence of leadership Pearce and Conger have assembled a cast of scholar entrepreneurs whose pioneering work firmly establishes the theoretical foundations for the study of leadership now and well into the future This book is a must read for anyone interested in leadership in the age of teamwork Henry P Sims University of Maryland In recent years scholars have argued that leadership is an activity shared or distributed among members of a group or organization This line of thinking is gaining attention among leadership scholars yet our understanding of the dynamics and opportunities for shared leadership is still quite primitive Given the infancy of the field it is timely to introduce a volume on the subject that significantly enhances our knowledge Shared Leadership Reframing the Hows and Whys of Leadership brings together the foremost thinkers on the subject and is the first book of its kind to address the conceptual methodological and practical issues for shared leadership Its aim is to advance understanding

along many dimensions of the shared leadership phenomenon its dynamics moderators appropriate settings facilitating factors contingencies measurement practice implications and directions for the future The volume provides a realistic and practical discussion of the benefits as well as the risks and problems associated with shared leadership It will serve as an indispensable guide for researchers and practicing managers in identifying where and when shared leadership may be appropriate for organizations and teams Edited by leading authorities Craig L Pearce and Jay A Conger with contributions from the top experts in the field Shared Leadership is an ideal text for management education and communication courses in leadership teamwork organizational behavior and small groups In addition practicing consultants will find this an invaluable reference in their leadership and team development programs

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