

Effective Multi-Unit Leadership

Local Leadership in Multi-Site Settings

Chris Edger

A Gower Book

Effective Multi Unit Leadership Local Leadership In Multi Site Situations

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improve their performance levels and retail service directors wishing to train and coach their direct reports as well as business educators and those with an academic interest in organisational studies International Multi-Unit Leadership Chris Edger,2016-04-22 In International Multi Unit Leadership Chris Edger builds on his earlier Effective Multi Unit Leadership First showcasing up to date contemporaneous case studies of market leading international organisations the book takes a cross border perspective on leading from the middle in international subsidiaries that are committing significant capital to land based multi unit infrastructures Secondly it captures the zeitgeist of internationalizing hospitality retail service and leisure organizations facing challenges in relation to multi channel smart technology spread divergent national cultures and emergent imitative local competition Thirdly it addresses the conundrum that most subsidiary multi unit leaders regional area and district managers face generating commitment amongst their unit managers and team members whilst coping with their firm s country of origin based control and change agendas Continuing the themes that emerged in his earlier book particularly around how multi unit leaders MULs and directors are expected to expedite a number of competing and contradictory functions the author finds that in subsidiary based international situations complexity and ambiguity escalates due to distance decay and the level of internal and external contextual turbulence Based on exemplary case studies the author examines how high performance MULs manage paradox and ambiguity within an international context and how organizations can deliver local effectiveness within a strategic framework determined by a policy making centre hundreds or thousands of miles away The research and case studies in this book will appeal to managers within international multi unit enterprises service directors wishing to train and coach others students on any of the increasing number of multi unit management programmes being run in business schools and academics with an interest in internationalizing service based enterprises Professional Area Management Chris Edger,2014-09-30 Building upon his earlier book Effective Multi Unit Leadership described by the Leadership and Organization Journal as one of the key books of its kind for this decade Professor Chris Edger has produced a book that clearly defines and outlines the professional practice of outstanding retail Area Managers Bursting with real life Case Studies this book will be essential reading for General Managers who aim to go further up the chain of command and Area Managers who want to be the best Professor Edger outlines how Area Managers can close down the distance between themselves and their units in order to optimise performance Without abandoning academic rigor he produces essential how to checklists for the ambitious GM or Area Manager that can be applied out in the field This book is a must read for those that aspire to become great retail Area Managers Advanced Leader Coaching Chris Edger,Nollaig Heffernan,2020-10-05 Described by Professor Jonathan Passmore Director of the highly regarded Henley Business School Centre for Coaching as a fabulous book written by two highly experienced coaches providing a wealth of details to support the Executive Coach and individual leaders Advanced Leader Coaching is the must have reference book and guide for all Executive and Leadership coaches Written by Professor Chris Edger a shortlisted author of multiple books

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their impact or performance. If so, this book, the first of its kind on this role, is a must-read book for you. Why? Firstly, it is packed with 31 Case Studies from twenty-seven CEOs, MDs, and ODs from some of the UK's leading multi-site hospitality companies including Stonegate Group, McDonalds, Caffè Nero, Mitchells and Butlers, Punch Pubs Co, Greene King, Everards, St Austell, Whitbread, Parkdean Resorts, TGI Friday's, Marston's, Creams Cafes, Tesco Cafes, Hawthorn Leisure, etc., which will give you valuable insights into what the best ODs do. Secondly, it highlights the top nine OD competencies coupled with twenty-seven practices which, if mastered, turbocharge OD impact. Thirdly, it provides aspiring ODs and their developers with an integrated Outstanding OD Model and framework explained in detail throughout the book, which can be used as a developmental route map.

Coaching Senior Hires Chris Edger, Martin Tucker, 2019-06-30 External Senior Hires are expensive. Also, research has shown that 36% experience OUTRIGHT FAILURE whilst 60% have DELAYED PERFORMANCE issues. Why? The reasons include poor selection decisions and/or risible onboarding programmes which fail to get Senior Hires ignited fast enough. This book, the first of its kind in this area, advances practical solutions and a defined methodology TARGETED TRANSITIONAL COACHING (TTC) focuses upon resolving the BIG 6 TASKS faced by Senior Hires and helps organisations to transition Senior Hire potential into performance QUICKLY.

Achieving Organizational Diversity, Equity, and Inclusion with AI Kautish, Sandeep, Gupta, Ankur, Sawhney, Sahil, Kumar, Ashok, 2025-05-21 While artificial intelligence has become a useful tool for businesses and organizations to achieve significant growth and improvement, it can also be useful in reducing unconscious bias in organizations. As artificial intelligence gains the ability to mitigate bias within hiring practices and employee relationships, intelligent technologies enable more diverse, equitable, and inclusive practices. Today, business owners aim to create an equitable workplace while improving organizational processes through effective technology. Achieving Organizational Diversity, Equity, and Inclusion with AI explores the significance of artificial intelligence and data science tools through diversity and inclusivity efforts. It provides insights into the role AI can play in bias mitigation, inclusivity practices, and business value creation. This book covers topics such as worker retention, workplace culture, and business sociology and is a useful resource for business owners, industry professionals, counselors, hiring managers, academicians, and researchers.

Leadership in Healthcare Paul Turner, 2018-12-30 This innovative book analyses the evolving nature of leadership, exploring an ever-increasing range of theoretical concepts and applying these to practices within healthcare organisations. A wide range of theories are covered, from behavioural to attitudinal, socio-cognitive to contingency and social exchange to team. By identifying the common underlying characteristics that are present in leadership styles and approaches, the author successfully crafts a useful model that is adaptable to different scenarios and contexts within the realms of healthcare management. Offering a series of detailed case studies from around the world, this book proposes three crucial concepts for leadership within the health sector: leadership credibility, professional credibility, and organisational dynamics. Both scholars and practitioners will find the theoretical framework provided in this book insightful.

and applicable in real life situations Talent Management in Healthcare Paul Turner,2017-08-14 Providing a global perspective on the increasingly important concept of talent management in the health sector this significant new text brings together evidence and research findings to suggest how healthcare organisations can attract and retain talent The demand for healthcare in many countries often exceeds the supply of those who can provide it and with case studies from Asia the UK and the US this book provides geographical insights into the extent of this global challenge Topics discussed include employee engagement employer branding retention and succession planning Talent Management in Healthcare offers readers a substantial guide and provides a sustainable talent strategy for organisations within the healthcare industry An invaluable contribution to research on human resource development this book will be of interest to academics and practitioners involved in organisational development human resource management and healthcare management

Complementarity in Organizations Paul Turner,2022-07-23 The Fourth Industrial Revolution will fundamentally alter the way we live work and relate to one another Robotics AI neuro technologies and autonomous vehicles will alter behaviours relationships and meaning In this context an important question that organizations must ask themselves is how can they adapt their business models and values to compete successfully In answering this question this book applies the concept of complementarity to business areas that are often dealt with independently strategy leadership management talent and engagement Organizational success will not only be achieved by singularity but also by organization wide interventions that connect each of the functions to a broader purpose The author argues that whilst the factors of an organisation will continue to affect each other in one of three ways independent substitutive and complementary it will be towards the latter that a greater level of importance is attached The book describes how complementarity has arisen in non business fields and how an interpretation of it might be a useful paradigm for the modern business organisation Finally the book explores organisational and individual competences and how they might be applied in the complementarity model International Journal of Religious Education ,1929 *Michigan Planner* ,2003 *International Multi-Unit Leadership* Chris Edger,2016-04-22 In *International Multi Unit Leadership* Chris Edger builds on his earlier *Effective Multi Unit Leadership* First showcasing up to date contemporaneous case studies of market leading international organisations the book takes a cross border perspective on leading from the middle in international subsidiaries that are committing significant capital to land based multi unit infrastructures Secondly it captures the zeitgeist of internationalizing hospitality retail service and leisure organizations facing challenges in relation to multi channel smart technology spread divergent national cultures and emergent imitative local competition Thirdly it addresses the conundrum that most subsidiary multi unit leaders regional area and district managers face generating commitment amongst their unit managers and team members whilst coping with their firm s country of origin based control and change agendas Continuing the themes that emerged in his earlier book particularly around how multi unit leaders MULs and directors are expected to expedite a number of competing and

contradictory functions the author finds that in subsidiary based international situations complexity and ambiguity escalates due to distance decay and the level of internal and external contextual turbulence Based on exemplary case studies the author examines how high performance MULs manage paradox and ambiguity within an international context and how organizations can deliver local effectiveness within a strategic framework determined by a policy making centre hundreds or thousands of miles away The research and case studies in this book will appeal to managers within international multi unit enterprises service directors wishing to train and coach others students on any of the increasing number of multi unit management programmes being run in business schools and academics with an interest in internationalizing service based enterprises

The Municipal Journal, Public Works Engineer and Contractors' Guide ,1958 Municipal Journal,
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