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# **The Emergent Organization**

**Communication as Its Site and Surface**

# Emergent Organization Communication As Its Site And Surface

**Doris Schedlitzki, Magnus  
Larsson, Brigid Carroll, Michelle C.  
Bligh, Olga Epitropaki**

## **Emergent Organization Communication As Its Site And Surface:**

**The Emergent Organization** James R. Taylor, Elizabeth J. Van Every, 1999-11 This volume explores communication in organizations and advances the theory that an organization is both a pragmatic and cognitive construction It is written for scholars in organizational communication org studies management and related fields **Dis/organization as**

**Communication** Consuelo Vásquez, Timothy Kuhn, 2019-03-13 This book accounts for the transformation of organizations in a post bureaucratic era by bringing a communicational lens to the ontological discussion on organization disorganization offering a conceptual and methodological toolbox for studying dis organization as communication Increasingly scholars acknowledge that communication is constitutive of organization because meaning is always indeterminate communication also and simultaneously generates disorganization The book synthesizes the major theoretical trends and empirical studies in communication that engage with dis organization Drawing on dialectics relational ontologies critical theory systems theory and affect thinking the first part of the book offers communicational explanations of how dis organization unfolds The second part of the book grounds this theoretical reflection providing empirical studies that mobilize diverse methodological and analytical frameworks e g ethnography situational interactional and genre analysis for studying the practices of dis organization Overall the book exposes organizations and organizing processes as significantly messier irrational or a rational and paradoxical than scholars of organization typically think It also offers readers the conceptual and methodological tools to understand these complex processes as communication This book will be essential reading for scholars in organizational communication or management and organization studies together with senior undergraduate and graduate students studying organizational communication organizational discourse discourse analysis including rhetoric semiotics pragmatism narratology and courses in management studies It will also be richly rewarding for organizational consultants managers and executives *Organization as Communication* Steffen Blaschke, Dennis Schoeneborn, 2016-12-08 The idea that communication constitutes organization CCO provides a unique perspective to organization studies by highlighting the fundamental and formative role of communication for organizational phenomena of various kinds The book features original works that address the idea of organization as communication in the light of other theories related concepts as well as the tension between strategy and emergence The first set of chapters discusses the idea of organization communication in the light of critical works of European scholars Habermas Honneth and G nther The second set of chapters reflects on a range of concepts such as institutions routines and leadership from a CCO perspective The final set of chapters examines the tension between strategic and emergent communication by drawing on new methodology and empirical evidence The chapters are set into dialogue with some of the most prominent proponents of CCO scholarship The book offers an important contribution to CCO thinking by adding European perspectives on organization as communication It connects the primarily North American approach and European traditions of theoretical thought to existing debates in communication and organization

studies     **The SAGE Handbook of Leadership** Doris Schedlitzki, Magnus Larsson, Brigid Carroll, Michelle C. Bligh, Olga Epitropaki, 2023-02-01 The Second Edition of The SAGE Handbook of Leadership provides not only an in depth overview the current field of leadership studies but also a map into the future debates innovations and priorities of where the field will move to Featuring all new chapters from a global community of leading and emerging scholars each chapter offers a comprehensive critical overview of an aspect of leadership a discussion of key debates and research and a review of the emerging issues in its area Featuring an innovative structure divided by prepositions this brand new edition moves away from essentializing boundaries and instead seeks to create synergies between different schools of leadership A key feature of the second edition is the attention to sensemaking exploring the current themes structures and ideas that comprise each topic and sensebreaking disrupting critiquing and refreshing each topic Suitable for students and researchers alike this second edition is a critical site of reference for the study of leadership PART 1 Between Leadership as a Social Socio cognitive and Practical Phenomenon PART 2 About Exploring the Individual and Interpersonal Facets of Leadership PART 3 Through Leadership Seen Through Contemporary Frames PART 4 Within Leadership as a Contextually Bound Phenomenon PART 5 But A Critical Examination of Leadership     Rethinking Organizational Change Muayyad Jabri, 2015-12-22

Rethinking Organizational Change The Role of Dialogue Dialectic based on a rendition of Mikhail Bakhtin s anthropological concept of polyphony applied to organizational change The reader is treated to a cutting edge discussion of a variety of contemporary ontological and epistemological themes centered on process dialectic dialogue and social construction

Corporate Communications Lars Thøger Christensen, Mette Morsing, George Cheney, 2008-02-28 The field of corporate communications describes the practices organizations use to communicate as coherent corporate bodies Drawing on the metaphor of the body and on a variety of theories and disciplines the text challenges the idealized notion that organizations can and should communicate as unified wholes The authors pose important questions such as Where does the central idea of corporate communications come from What are the underlying assumptions of most corporate communications practices What are the organizational and ethical challenges of attempting truly corporate communication Clearly written with international vignettes and executive briefings this book shows that in a complex world the management of communication needs to embrace multiple opinions and voices Rewarding readers with a deeper understanding of corporate communications the text will be a must read for advanced undergraduates graduate students and scholars in the arenas of corporate communications organizational communication employee relations marketing public relations and corporate identity management Practitioners in these areas will be provoked to re examine their assumptions and habits     **Research**

**Anthology on Strategies for Using Social Media as a Service and Tool in Business** Management Association, Information Resources, 2021-05-28 Social media has become an integral part of society as social networking has become a main form of communication and human interaction To stay relevant businesses have adopted social media tactics to interact

with consumers conduct business and remain competitive Social technologies have reached a vital point in the business world being essential in strategic decision making processes building relationships with consumers marketing and branding efforts and other important areas While social media continues to gain importance in modern society it is essential to determine how it functions in contemporary business The Research Anthology on Strategies for Using Social Media as a Service and Tool in Business provides updated information on how businesses are strategically using social media and explores the role of social media in keeping businesses competitive in the global economy The chapters will discuss how social tools work what services businesses are utilizing both the benefits and challenges to how social media is changing the modern business atmosphere and more This book is essential for researchers instructors social media managers business managers students executives practitioners industry professionals social media analysts and all audiences interested in how social media is being used in modern businesses as both a service and integral tool

**Technological Challenges and Management** Carolina Machado,J. Paulo Davim,2016-02-22 Today s organizations find themselves in a race to adopt new technologies in order to keep up with their competition However two questions must be answered Are these organizations ready for new technological advancements and are these new technologies appropriate for every organization Technological Challenges and Management Matching Human an

The Routledge Handbook of the Communicative Constitution of Organization Joëlle Basque,Nicolas Bencherki,Timothy Kuhn,2022-04-24 This Handbook offers state of the art scholarship on the perspective known as the Communicative Constitution of Organization CCO Offering a unique outlook on how communication accounts for the emergence change and continuity of organizations and organizing practices this Handbook systematically exposes the theoretical and methodological underpinnings of CCO displays its empirical diversity and articulates its future trajectory Placing communication firmly at the centre of the organizational equation an international team of expert authors covers The key theoretical inspirations and the main themes of the field The debates that animate the CCO community CCO s methodological approaches How CCO handles classic management themes Practical applications Offering a central statement of CCO s contributions to the fields of organization studies communication and management this Handbook will be of interest to organization studies and communication scholars faculty and graduate and advanced undergraduate students as well as anyone associated with CCO theorizing seeking a comprehensive overview of the theoretical methodological and practical tenets of this growing area Chapter 5 of this book is freely available as a downloadable Open Access PDF under a Creative Commons Attribution Non Commercial No Derivatives 4 0 license [https://www.taylorfrancis.com/chapters/oa-edit/10.4324/9781003224914\\_7/communicative-constitution-worlda-luhmannian-view-communication-organizations-society-michael-grothe-hammer-context-ubx-refId/6fe411e1-fbed-41c9-8d95-03ca74450c1d](https://www.taylorfrancis.com/chapters/oa-edit/10.4324/9781003224914_7/communicative-constitution-worlda-luhmannian-view-communication-organizations-society-michael-grothe-hammer-context-ubx-refId/6fe411e1-fbed-41c9-8d95-03ca74450c1d)

**Counter-Narratives and Organization** Sanne Frandsen,Timothy Kuhn,Marianne Wolff Lundholt,2016-07-15 Counter Narratives and Organization brings the concept of counter narrative into an organizational context illuminating these

complex elements of communication as intrinsic yet largely unexplored aspect of organizational storytelling Departing from dialogical emergent and processual perspectives on organization the individual chapters focus on the character of counter narratives along with their performative aspects by addressing questions such as how do some narratives gain dominance over others how do narratives intersect relate and reinforce each other how are organizational members and external stakeholders engaged in the telling and re telling of the organization The empirical case studies provide much needed insights on the function of counter narratives for individuals professionals and organizations in navigating challenging negotiating and replacing established dominant narratives about who we are what we believe what we do as a collective The book has an interdisciplinary scope drawing together ideas from both storytelling in organization studies the communicative constitution of organization CCO from organizational communication and traditional narratology from humanities Counter Narratives and Organization reflects an ambition to spark readers imagination recognition and discussion of organization and counter narratives offering a route to bring this important concept to the center of our understandings of organization

**Public Relations Research** Ansgar Zerfaß, A. A. van Ruler, Krishnamurthy Sriramesh, 2008-05-08 Introduction Sriramesh Van Ruler Zerfaß Krishnamurthy Sriramesh Betteke van Ruler Ansgar Zerfaß One could make a reasonable argument that public relations is an ancient practice going back millennia although it has been popularly perceived as a 20th century phenomenon Scholarship in public relations however is more recent in origin with a history of less than four decades During these formative years the body of knowledge has expanded significantly which is laudable However there is potential for growth and improvement in many areas of the public relations literature Over the decades among other things public relations scholarship has largely remained parochial to specific regions such as the United States the United Kingdom Latin America German speaking Europe etc as evidenced in the bibliographic references of many essays in this volume itself where authors predominantly cite work from their own regions This is often necessitated by linguistic differences with only English serving as the universal language that helps permeate knowledge through most regions Pedagogical and methodological factors also have played a role in the regionalization of the body of knowledge However we believe that knowledge flows most when it is shared across different kinds of barriers Globalization has made it essential for us to recognize this reality more than ever This volume tries to bridge the gap and presents theories and concepts from researchers around the world

**Understanding Organization Through Culture and Structure** Anne Maydan Nicotera, Marcia J. Clinkscales, Felicia R. Walker, 2003-05-14 Vol examines problems related to task relational orientations concerning organizational structure function within predominantly African American organizations For scholars students in org comm management org psych African studies *Digital Business Discourse* E. Darics, 2015-04-14 This book provides a timely and comprehensive snapshot of the current digital communication practices of today's organisations and workplaces covering a wide spectrum of communication technologies such as email instant messaging message boards Twitter corporate blogs consumer reviews and

mobile communication technologies      The SAGE Handbook of Process Organization Studies Ann Langley, Haridimos Tsoukas, 2016-12-14 The SAGE Handbook of Process Organization Studies provides a comprehensive and timely overview of the field This volume offers a compendium of perspectives on process thinking process organizational theory process research methodology and empirical applications The emphasis is on a combination of pedagogical contributions and in depth reviews of current thinking and research in each of the selected areas combined with the development of agendas for future research The Handbook is divided into five sections Part One Process Philosophy Part Two Process Theory Part Three Process Methodology Part Four Process Applications Part Five Process Perspectives      *Interacting and Organizing* Francois Cooren, 2013-09-13 This work provides an exceptional case study shedding light onto the functioning of an actual corporate board of directors It presents analysis of a series of corporate management meetings shown in the 1974 documentary film *Corporation After Mr Sam* The film chronicles the discussion and communication processes as a company considers how to replace its president and it serves as a unique opportunity for analysis of real world organizational discourse With an impressive list of prominent contributors *Interacting and Organizing Analyses of a Management Meeting* employs the dual perspectives of organizational communication and language and social interaction LSI to examine the film It is arranged around specific topics analyzed separately by organizational communication and LSI scholars Editor Fran ois Cooren provides an introduction for each topic and a comparison and synthesis conclude each part Readers will appreciate the information presented as it is an arena typically off limits to outside eyes The transcript of the film is included as an appendix to the volume This volume is appropriate for use in advanced courses and seminars in organizational communication LSI management and organizational behavior With its distinctive approach to studying the film s content it will be invaluable to scholars researchers and graduate students in organizational communication LSI and management      **Social Media, Organizational Identity and Public Relations** Amy Thurlow, 2018-10-10 Public relations has been swift to grasp social media yet its impact on public relations practice remains relatively unexplored This book focusses on a way of understanding organizational identity construction in a virtual context developing scholarship on the importance of a virtual presence in PR management and further to make sense of these identities as authentic legitimate or plausible Through a diverse group of empirical case studies this book explores the global perspective on organizational identities which transcend global boundaries via the internet including Volkswagen s emissions scandal and Monsanto and organized social media protests It also explores crowdfunding an emerging form of capitalist development constructed through sensemaking in social media By looking at the emergence of organization in today s social media environment it identifies how the interactive is created on a digitally mediated platform sharing knowledge and engaging individuals in organizational identity construction Viewing the social construction of organizational identities through this lens this innovative book locates how identities are plausible authentic and legitimate or not through their ongoing communication via social media It will be of great interest to

academics teaching and researching in public relations organisational communication and social media      The Agency of Organizing Boris H. J. M. Brummans, 2017-09-13 Winner of the 2018 Outstanding Edited Book Award from the Organizational Communication Division of the National Communication Association The Agency of Organizing explains why the notion of agency is central to understanding what organizations are how they come into existence continue to exist or fade away and how they function Written by leading organizational communication scholars the chapters in this edited volume present seven different theoretical perspectives on agency in the dynamics of organizing Authors discuss how they conceptualize agency from their own perspective and how they propose to investigate agency empirically in processes of organizing by using specific methods Through insightful case studies they demonstrate the value of these perspectives for organizational research and practice      *Key Concepts in Organization Theory* Ann L Cunliffe, John T Luhman, 2012-08-16 From agency theory to power and politics this indispensable guide to the key concepts of organization theory is your compass as you navigate through the often complex and abstract theories about the design and functioning of organizations Designed to complement and elucidate your textbook or reading list as well as introduce you to concepts that some courses neglect this historical and interdisciplinary account of the field Helps you understand the basics of organization theory Allows you to check your understanding of specific concepts Fills in any gaps left by your course reading and Is a powerful revision tool Each entry is consistently structured providing a definition of the concept and why it's important to theory and practice followed by a summary of current debates and a list of further reading This companion will provide you with the nuts and bolts of an understanding that will serve you not just in your organization studies course but throughout your degree and beyond Key concepts include agency theory business strategy corporate governance decision making environmental uncertainty globalization industrial democracy organizational change stakeholder theory storytelling and narrative research technology and organization structure      **Managing Organizational Change** Muayyad Jabri, Estefan Jabri, 2022-10-06 This innovative and unique textbook describes change as a socially constructed process reinforced by the interactions of employees at all levels Including video and audio resources it emphasises the fact that change is an on going phenomenon not an event that will soon be over once the consultants have left but a permanent feature of an adaptable organisation This novel theoretical perspective makes it the first and only text to focus on the central role of conversations and storytelling in managing change Strengthening the business focus of the text this new 3rd edition includes provision of practical tools and techniques for managing change increased coverage of sustaining change and a greater number of international examples and case studies Managing Organizational Change is suitable for change management modules at all levels of undergraduate and postgraduate study      **Handbook of Strategic e-Business Management** Francisco J. Martínez-López, 2013-11-19 This research handbook provides a comprehensive integrative and authoritative resource on the main strategic management issues for companies within the e business context It covers an extensive set of topics dealing with the major issues which



articulate the e business framework from a business perspective The handbook is divided into the following e business related parts background evolved strategic framework for the management of companies key business processes areas and activities and finally emerging issues trends and opportunities with special attention to diverse Social Web related implications The articles are varied timely and present high quality research many of these unique contributions will be especially valued and influential for business scholars and professionals interested in e business Many of the contributors are outstanding business scholars who are or have been editors in chief of top ranked management and business journals or have made significant contributions to the development of their respective fields

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