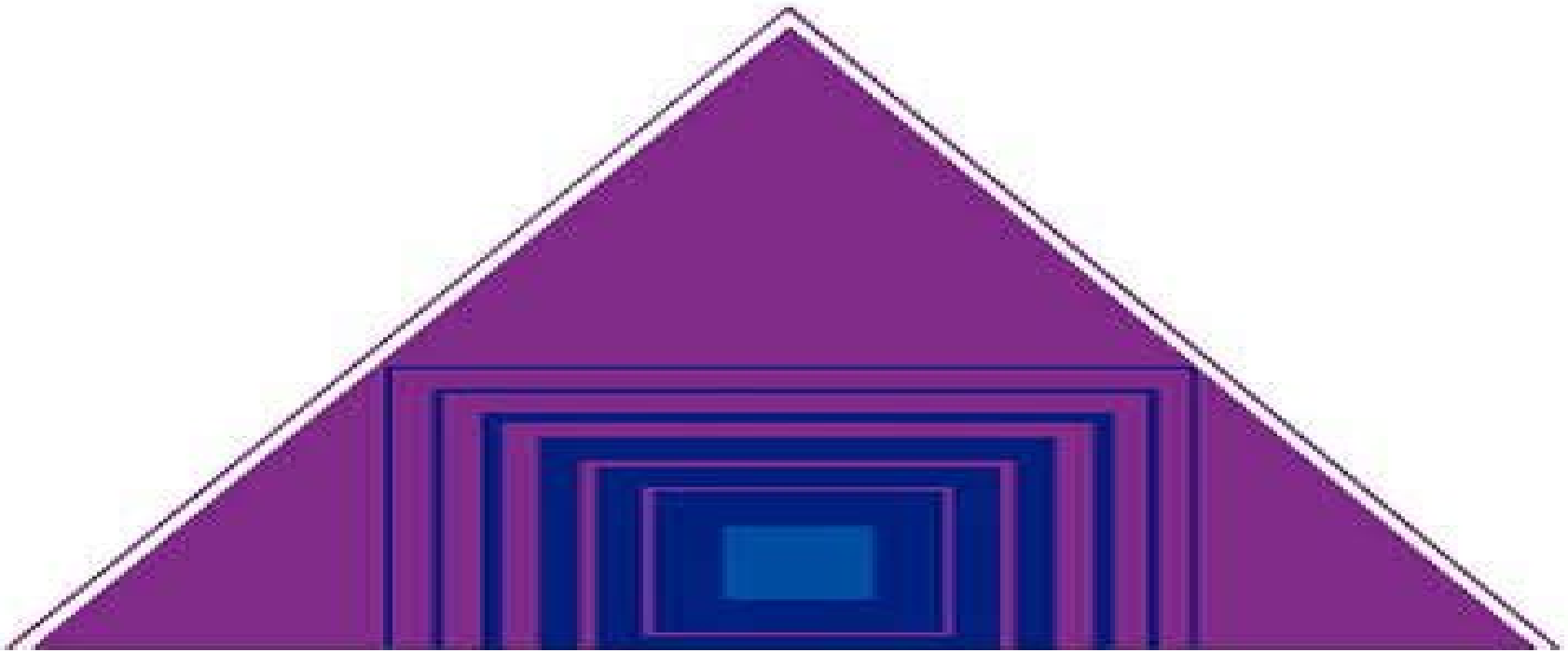


GAINING CONTROL OF THE CORPORATE CULTURE

*Ralph H. Kilmann
Mary J. Saxton
Roy Serpa
and Associates*



Gaining Control Of The Corporate Culture

Karel De Witte, Jaap J. van Muijen



Gaining Control Of The Corporate Culture:

Gaining Control of the Corporate Culture Ralph H. Kilmann, Mary J. Saxton, Roy Serpa, University of Pittsburgh. Program in Corporate Culture, 1985-10-15 Brings together leading authorities major approaches to understanding managing and changing organizational cultures Presents methods for identifying cultural norms strengthening positive aspects of existing cultures and building new cultures to support organizational goals and strategies Sloan Management Review

Gaining Control of the Corporate Culture, 1985 *New Paradigm for Re-engineering Education* Yin Cheong Cheng, 2005-09-19 In response to the challenges of globalization and local development educational reforms are inevitably becoming one of the major trends in the Asia Pacific Region or other parts of the world Based on the most recent research and international observations this book aims to present a new paradigm including various new concepts frameworks and theories for reengineering education It can provide educators school leaders and practitioners educational officials change agents researchers and policy makers with a comprehensive new perspective to implement educational reforms enhance leadership and change school management in a context of globalization localization and individualization This book has 21 chapters in three sections Section I New Paradigm of Educational Reform including eight chapters illustrates the new paradigm and frameworks of reengineering education fostering human development and analysing reform policies and also discusses the trends and challenges of educational reforms in the Asia Pacific Region Section II New Paradigm of Educational Leadership with five chapters aims to elaborate how the nature role and practice of school leadership can be transformed towards a new paradigm and respond to the three waves of education reforms Section III Reengineering School Management for Effectiveness with eight chapters aims to provide various practical frameworks for reengineering school management processes and implementing changes in school practices

Organizational Culture Karel De Witte, Jaap J. van Muijen, 2000-02-10 Management of organizational culture is a controversial topic Pragmatists argue that it can be should be and has been easily managed and they offer guidance how to do this whilst purists find it ridiculous to talk about managing organizational culture it cannot be managed it evolves Contributions to this fascinating book cover the following topics the relationship between leadership and organizational culture the study of the role of organizational culture in four distinct cases a change project of managerial culture the FOCUS instrument for measuring organizational culture the main influences of organizational culture on its individual members critical questions for future research The editors do not intend to give final answers to this ongoing discussion but to contribute to the debate and aid understanding The contributions guide practitioners and researchers through the complex issues to avoid possible pitfalls

Transformations of Corporate Culture Toyohiro Kono, Stewart R. Clegg, 2017-03-06 No detailed description available for Transformations of Corporate Culture

Understanding Organizational Culture Mats Alvesson, 2012-11-16 With his usual engaging and inimitable style Mats Alvesson takes the reader on a riveting journey through the diverse ways in which culture itself can be

understood and how these powerfully inform organizational life Blake E Ashforth Arizona State University Understanding Organizational Culture communicates complex ideas in a manner that will illuminate for those who are less familiar with the concepts discussed as well as providing a depth and critique of interest to those familiar with the topics Claire Valentin The University of Edinburgh Unlike prescriptive books about organizations Understanding Organizational Culture challenges and provokes the reader to think critically It provides an insight into organizational culture aided by numerous empirical illustrations from ethnographic studies that develop and illustrate how cultural thinking can be used in managerial and non managerial organizational theory and practice Mats Alvesson answers questions of definition explores alternative perspectives and expands on substantive issues before discussing key issues of research and developing his framework Further more the advances in the field of organizational culture are synthesized for the reader by drawing upon the range of relevant literature within organization studies Understanding Organizational Culture provides great breadth within a textbook approach covering a wide spectrum of management and organization while at the same time developing a new theoretical approach to organizational culture The new edition contains improved pedagogy and expanded coverage of topics such as identity and organizational change It is essential reading for students taking undergraduate and postgraduate modules in Organizational Behaviour and Organizational Theory on Management and Organization Studies programmes including MBA

The Chinese Transformation of Corporate Culture Colin S. C. Hawes, 2012 In recent years Chinese policymakers and corporate leaders have focused enormous attention on the concept of corporate culture Despite its widespread influence among Chinese corporate leaders and policymakers the corporate culture phenomenon has not been studied in detail by non Chinese scholars This book will reveal the political social and economic factors behind the enormous current interest in corporate culture in China and provide a wide range of case studies that focus on how large corporations like Haier Huawei and Mengniu have attempted to transform their cultures and how they represent themselves as complying with the Chinese government's interpretation of positive corporate culture Hawes demonstrates how the foreign concept of corporate culture has been re defined in China to fit the Chinese political social and cultural context He examines how this re definition of corporate culture reflects a uniquely Chinese conception of the purposes and social functions of the capitalist business corporation and how the Chinese Communist Party's active promotion of socialist corporate culture evidences a shift in the Party's identity towards a business friendly champion of corporate and economic development This work will be of great interest to students and scholars of Asian Studies Business and Management and Chinese studies

Handbook of Organizational Consultation, Second Edition Robert Golembiewski, 2019-02-21 The second edition of the Handbook of Organizational Consultation includes more than 35 additional chapters and an expanded list of international contributors It addresses all aspects of organizational consulting including normative empirical and political topics and offers a broad view of consultation diagnoses problem centers and interventions Perspectives on Political Science said this book is a reference

guide training handbook and practitioner s tool that stand s alone as a comprehensive source of information and guidance on the consultancy enterprise a careful reading of this book will be a profitable endeavor for both consulting practitioners and their clients *Communication Yearbook 16* Stanley Deetz,2012-05-23 The Communication Yearbook 16 focuses on the study of communication within corporate organizations Part II explores the role of communication studies in such timely issues as communication technology globalization and multiculturalism The final section focuses on three theoretical debates in which contributors discuss communication during initial interaction the motivation to communicate and communication in decision making and problem solving groups Commentaries on each chapter provide alternative perspectives extend issues of significance and help engage the reader in the contemporary debates in each area *Communication Yearbooks Vols 6-33 Set* Various,2021-12-02 The Communication Yearbook annuals originally published between 1977 and 2009 publish diverse state of the discipline literature reviews that advance knowledge and understanding of communication systems processes and impacts across the discipline Topics dealt with include Communication as Process Research Methodology in Communication Communication Effects Taxonomy of Communication and European Communication Theory Information Systems Division Mass Communication Research Mapping the Domain of Intercultural Communication Public Relations Feminist Scholarship Communication Law and Policy Visual Communication Communication and Cross Sex Friendships Across the Life Cycle Television Programming and Sex Stereotyping InterCultural Communication Training Leadership and Relationships Media Performance Assessment Cognitive Approaches to Communication Organizational Studies: Modes of management ,2001 **Corporate Culture and Organizational Symbolism** Mats Alvesson,Per O. Berg,2011-05-09 No detailed description available for Corporate Culture and Organizational Symbolism *Communication Yearbook 13* James A. Anderson,2011-10-25 First published in 2012 Routledge is an imprint of Taylor Francis an informa company

Communication Yearbook 13 James Anderson,2012-05-23 The Communication Yearbook 13 includes chapters on the following topics Interaction goals in negotiation an analysis of ethnographic narrative the role of the news media in international relations Japan as an information exporter group decision making new models for mass communication research **Understanding Organizational Culture** Mats Alvesson,2002-03-29 The concept of culture is a key issue within management and organization studies Understanding Organizational Culture provides a useful and comprehensive guide to understanding organizational culture from a range of angles contexts and sectors The book answers questions of definition explores alternative perspectives and expands on substantive issues such as leadership and change before discussing key issues of research and providing a new framework for this topic Mats Alvesson synthesizes for students the advances in the field of organizational culture drawing upon the range of relevant literature within Organization Studies The author also uses examples to develop and illustrate ideas on how cultural **Organizational Communication and Cultural Vision** Mary Leslie Mohan,1993-01-01 This book provides a review and synthesis of contemporary theory and

research on organizational culture Chapters focus on a wide variety of theoretical and methodological approaches to culture identifying types of organizational cultures tracing phases in cultural evolution In addition several chapters are devoted to dealing with practical applications such as the processes of socialization and identification as well as the management of culture in organizations

Safety, Health, and Asset Protection Richard Lack,2001-12-11 When you need accurate up to date information in the rapidly changing field of asset protection you need the most authoritative resource available You need *Safety Health and Asset Protection Management Essentials* Second Edition It covers regulatory compliance technical standards legal aspects risk management and training requirements T

Success Factor: Corporate Culture Sonja A. Sackmann,2011-06-27 Do corporate culture and leadership contribute to a firm s success And if so how How can a company create and develop its corporate culture to compete successfully over the long term Answers to these questions emerge in case studies of the business practices of six long established and world renowned companies the BMW Group Deutsche Lufthansa Grundfos Henkel Hilti and Novo Nordisk In a project initiated by the Bertelsmann Stiftung researchers investigated these firms and analyzed the central characteristics of corporate success from a culture perspective The case studies render a detailed picture of each firm s distinctive corporate culture and the factors that shape it Based on these examples Sonja A Sackmann has identified concrete strategies and practices that illustrate how a company s management can make a significant contribution toward developing a dialogue oriented corporate culture that supports a firm s viability The appendix provides a checklist for readers who want to develop their firm s culture and practice culturally aware management

Organizational Culture and Identity Martin Parker,2000-01-28 *Organizational Culture and Identity* discusses the literature concerned with culture in organizations and explains why the term has been invoked with such enthusiasm Martin Parker presents further ways of thinking about organizations and culture which suggest that organizational cultures should be seen as fragmented unities in which members identify themselves as collective at some times and divided at others

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