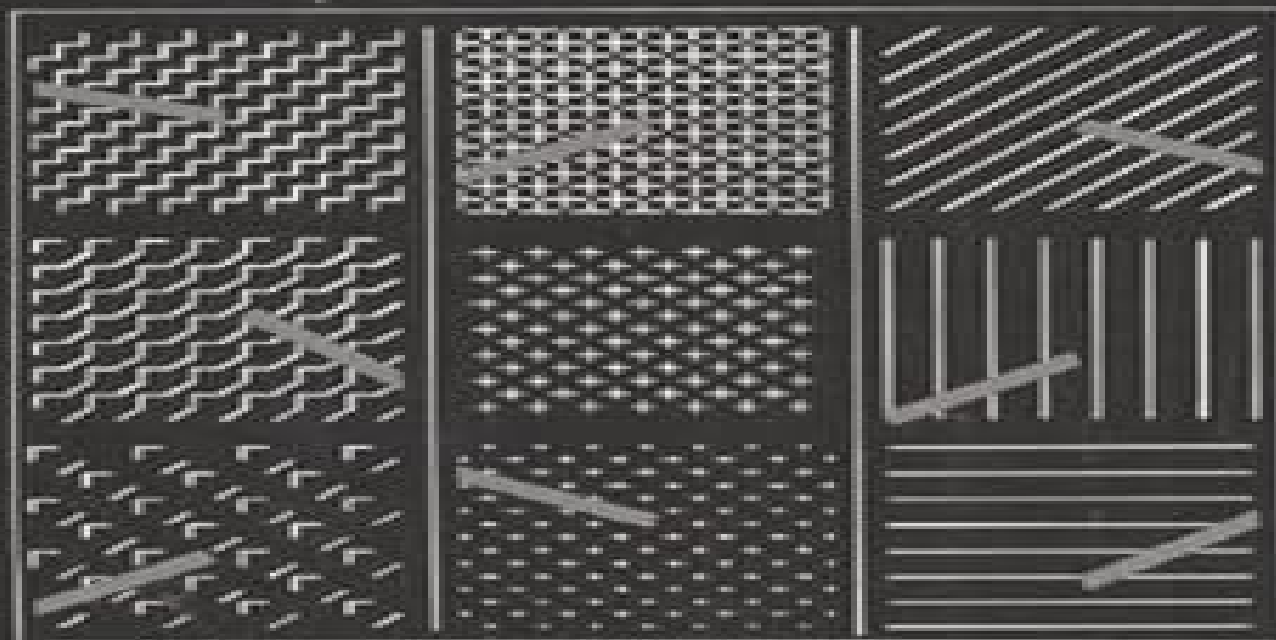


Overcoming Organizational Defenses

Facilitating
Organizational
Learning



Chris Argyris

Overcoming Organizational Defenses Facilitating Organizational Learning

Clifton Wilcox



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Overcoming Organizational Defenses Chris Argyris, 1990 *Groupthink* Clifton Wilcox, 2010 **The Art and Joy of Stuckness for Coaches and their Clients** Julia Kukard, 2024-12-23 This book offers an existential understanding of the process of stuckness exploring how we can soften stuckness and become more fluid in our work and world We can't avoid getting stuck it's a vital part of learning and healing but we can develop the skills to get stuck less painfully and recover quicker When we do this stuckness can enable us to process our pasts and incubate our futures Illustrated by relatable global case studies this book will help readers and coaches understand and work with stuckness in their own and their clients' lives Based on the author's doctoral research and extensive experience as a coach and coach trainer globally this book is valuable to coaches therapists and human development practitioners

Shadow Working in Project Management Joana Bértholo, 2017-07-06 Shadow Working in Project Management explores the tools and techniques available to get in touch with the Shadow aspects of self and collective to recognize how it manifests how it can lead to conflict and ways to address it Despite being directed to managers and dedicated to the analyses of the managerial discourse the tools and processes it proposes have universal relevance based on the fact that The Shadow is everywhere within everyone from the individual to the global scale Organizational Learning and Communities of Practice in a High-tech Manufacturing Firm Anthony M. Barrett, 2005 This work uses an ethnographic study as the backdrop to address theoretical and philosophical concepts related to organizational learning and social learning theory To frame the rationale for this research the ramifications of modern interpretive and postmodern traditions of organizational studies are considered The social character of knowledge and human life is seminal to understanding how an organization learns *Recovering the Fumbles and Organizing for the Future* Wayne G. Walker, 1993 This case study of Xerox provides an analogy of the problems facing the military acquisition system and what must be done to repair it Many of Xerox's competitive problems originated with the phased program planning and reviews Xerox introduced when it hired executives from Ford to cope with its nova-like growth during the 1960s Similar controls were imposed on the military acquisition system by executives from the same source Ford leading to comparable inefficiencies The study explores how Xerox fumbled the computer innovations developed at its PARC research center and the subsequent bold organizational steps Xerox has taken to integrate its research and development into its overall corporate effort in effect to recover the fumble The failures and organizational changes at Xerox are examined in the context of four organizational learning frameworks 1 learning in practice versus the culture of acquisition 2 three models of innovation linear cyclical and network 3 the Chris Argyris Model I and Model II patterns of organizational behavior and 4

resonant organizational learning determinants and conditions Finally the case study draws lessons from the Xerox experience for the military acquisition system These include eliminating the linear model of R D and the phased program milestone process and establishing an integrated acquisition process In addition military suppliers should also be encouraged to adopt the learning paradigm

Organizational Learning and Continuous Quality Improvement in an Automotive Manufacturing Organization Carole K. Barnett,1994

Overcoming Organisational Defenses Chris Argyris,1990

Organizational defences that exist in most organizations can inhibit organizational performance This book shows how to diagnose the organization to expose the weaknesses Each chapter contains advice about how to reduce organizational defences to bring about improved involvement and performance

Organizational Learning Processes in Downsizing Ariane Berthoin Antal,1997

Organizational Learning in Rural Development Agencies Terence Stirling Hughes,1991

Harvard Business School Core Collection Baker Library,1999

Strategic Management and Organisational Dynamics Ralph D. Stacey,2000 This is done by emphasising the importance of narrative conversation and learning from one's own experience as the central means by which we can gain understanding and knowledge of strategy in organisations

BOOK JACKET

Stakeholders, the Environment and Society Sanjay Sharma,Mark Starik,2004 The role of stakeholders is integral to corporate sustainability as society increasingly demands that corporations play a role in achieving environmental objectives in addition to building shareholder wealth In the first book to gather cutting edge research on the interactions between stakeholders and organizations within the context of corporate sustainability the contributors to this volume provide a diversity of perspectives from North America Europe and Oceania The authors examine the role stakeholders play in influencing regulations on global issues such as climate change and national and regional problems Stakeholder selection of companies and the sustainability issues they choose to target are explored as are the ways in which organizations motivate them to participate in the evolution of holistic sustainable solutions The interactions between stakeholder pressures organizational characteristics and corporate sustainability practices are also covered Finally the volume provides an examination of the dynamic structure of organizational fields in the European automobile industry in order to analyze the factors that foster or hinder ecological modernization Academics environmental consultants sustainability managers NGOs and international development institutions will find this timely volume of great value

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Management Accounting Research ,1997

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Proceedings and Papers of the Annual Conference of the California Mosquito and Vector Control Association California Mosquito and Vector Control Association,1994

Social Creativity Alfonso Montuori,Ronald E. Purser,1999 This series explores the historical economic and social dimensions of creativity This volume examines the

potential for and obstacles to creative collaboration presenting perspectives theoretical frameworks and models from a range of theorists The Relationship Between Factors Impacted by the Current Economic Crisis and Human Resource Development Roles and Functions in Thailand Chiraprapha Tan Wattanapong,2000 One of the roots of the current economic crisis in Thailand 1997 to present is a lack of human capital development The Thai workforce has a shortage of skilled labor for high tech industries that also lacks secondary education Human resource development HRD could be a key function in increasing production and closing the gap between the level of worker skill to maintain competitiveness during the economic crisis However the roles of HRD practitioners have not been identified

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In some sort of driven by information and connectivity, the ability of words has are more evident than ever. They have the capacity to inspire, provoke, and ignite change. Such could be the essence of the book **Overcoming Organizational Defenses Facilitating Organizational Learning**, a literary masterpiece that delves deep in to the significance of words and their affect our lives. Written by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we will explore the book is key themes, examine its writing style, and analyze its overall impact on readers.

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