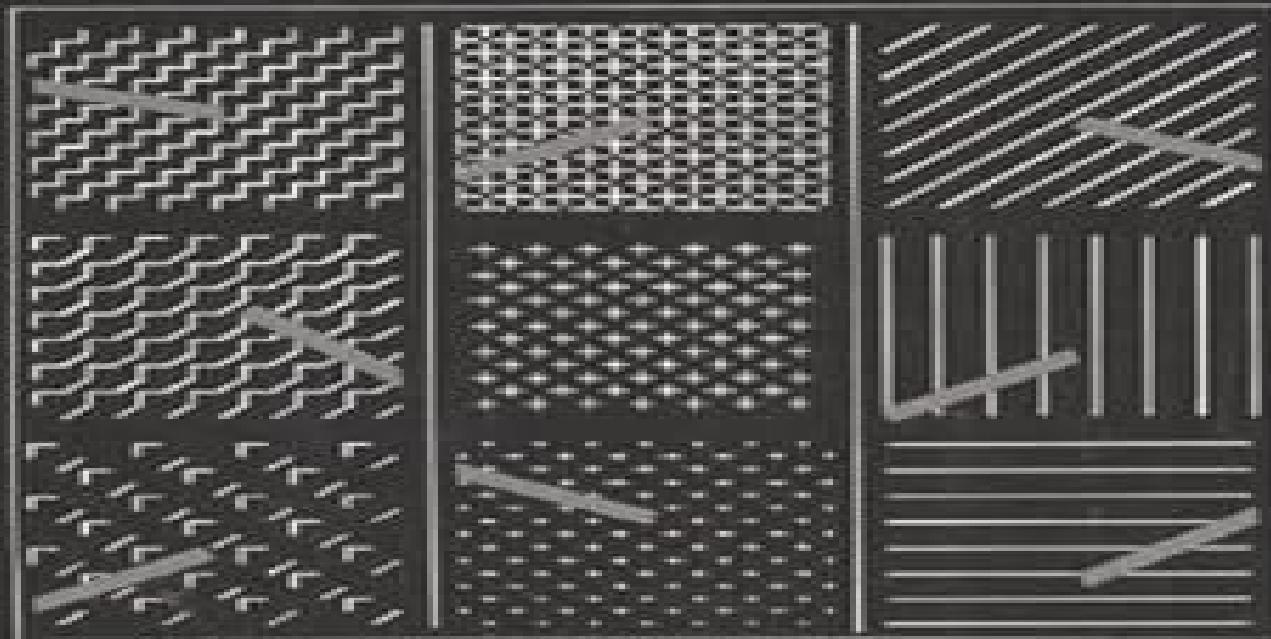


Overcoming Organizational Defenses

Facilitating
Organizational
Learning



Chris Argyris

Overcoming Organizational Defenses Facilitating Organizational Learning

Clifton Wilcox

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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

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Terence Stirling Hughes,1991

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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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