

The Ostrich Effect

Solving Destructive Patterns at Work

William A. Kahn



Ostrich Effect Solving Destructive Patterns

JL Elias



Ostrich Effect Solving Destructive Patterns:

The Ostrich Effect William Kahn, 2015-12-07 The Ostrich Effect goes beyond the typical how to approach of most books that deal with difficult conversations at work. It aims to teach the reader what conversations to have and when to have them in order to solve destructive problems that occur in the workplace. Like the proverbial ostrich with its head in the sand, people often avoid confronting small issues at work, but if avoided, these issues will escalate and inevitably wreak havoc. Drawing on a combination of social science research and Kahn's practical experience as an organizational psychologist, the book examines the micro processes that underlie the way in which these problems develop and flourish. These micro processes are tiny, fleeting, and hardly noticeable, but when they are identified, something startling becomes apparent: there is a predictable pattern to this escalation. The book uses a variety of examples to demonstrate this pattern across a range of organizations and industries and offers a toolkit to help guide the reader in resolving people problems at work. The toolkit focuses not on changing others but on changing how we interact with others; our own behavior is the most powerful force for change that we have. The ostrich remains the symbol of those of us who foolishly ignore our problems while hoping that they will magically disappear. By identifying this ostrich effect, the reader is empowered to reframe and neutralize its impact. **Balancing**

Acts James Conklin, 2021-07-30 Balancing Acts offers consultants and managers a simple, powerful way to think about change and ascribes a four-phase iterative process for implementing change. Reviewing change initiatives from different types of organizations, Balancing Acts confronts the problems and pitfalls head-on that often arise during workplace transitions. Conklin explains why organizational change can be so difficult and shows that by balancing a set of competing psychological and systemic challenges, interveners will increase their chance of success. Conklin shows that human groups function as complex systems and that a change initiative is not a linear progression toward a predefined result. Instead, change is an iterative process that involves a search for feasible and useful solutions. The book's central argument is that while leading or supporting this search, consultants and leaders must balance four critical concerns: confrontation and compassion, participation and observation, assertion and inquiry, and planfulness and emergence. **The Interloper** Michel

Anteby, 2024-04-09 A stranger enters your world and starts asking questions you would prefer not to answer. What do you do? Mostly when an interloper appears, communities find ways to resist: they obstruct investigations and hide evidence, shelve complaints, and silence dissent. Even forget their own past and deny having done so. Such resistance, that is, the social mechanisms deployed by social groups to maintain the status quo, is the bane of field researchers everywhere, for it often seems to slam the door in their face. How can one learn about a community when they resist so very strongly? The answer is that sometimes the resistance is itself the key. By closing ranks and creating obstacles, community members often disclose more than they meant. This book shows how such resistance manifests itself, how researchers can respond to it, and most importantly, what it all reveals. To do so, The Interloper draws insights from diverse stories of resistance and research.

inquiries everything from Nazi rocket scientists to Disney union busters Harvard professors to those securing cadavers for medical school dissection to draw attention to field resistance and help analyze it Offering a window into such research for readers of many disciplines this book ultimately is intended both as a practical and theoretical guide for field researchers All these stories and more reveal a common truth When any field researcher tries to gain access to a field they are sure to meet resistance to their investigations The Interloper brings together all these instances of resistance that he encountered or witnessed alongside accounts from other published work The book organizes them around ideal forms of resistance and details their unique implications Ultimately The Interloper argues that such resistance contains way more analytical possibilities than most interlopers including field researchers envision

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