

M O N A E R I C S O N

Strategic Change

– dualism, duality, and beyond



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Strategic Change Dualism Duality And Beyond

Lei Huang



Strategic Change Dualism Duality And Beyond:

Strategic Change Mona Ericson, 2004 Dualisms have been widely adopted in academic work on strategic change The attractiveness of dualistic thinking lies in the equilibrium it supposedly offers Order is thought to be created by postulating a harmonious balance between contradictory phenomena However the theoretically and empirically interlaced discussion in this book indicates that strategic change is less about harmoniously balancing opposites than it is about repeating in a new voice belonging to the future the values and principles of the past A Narrative Approach to Business Growth Mona Ericson, 2010-01-01 The book aims to open up previously marginalized perspectives in research on growth through this incorporation of storytelling one of the most fundamental features of human life Thus the concepts of business growth and entrepreneurial activity described in this book are brought to life for the student scholar and reader in a way that more conventional analyses cannot achieve The author also uses the concept of plot as a means to interconnect practitioners growth related activities and concomitant changes The firm becomes a living and evolving concept rather than a singular unit to be studied A Narrative Approach to Business Growth offers a detailed case study that illustrates the value of this increasingly important approach to the study of business growth The rich empirically oriented material in this book allows the reader to make sense of learn about and vicariously experience a variety of growth activities and their dynamic relationships Scholars and students of business growth entrepreneurship and strategy will find this book compelling and eye opening **Self-Reinforcing Processes in and among Organizations** J. Sydow, G. Schreyögg, 2013-01-11 Management and organization research has rediscovered individual agency innovation and entrepreneurship As such there is a risk of overlooking the power of self reinforcing processes in and among organizations This volume redirects attention to these processes including escalating commitment organizational imprinting and path dependence Moral Human Agency in Business Mona Margareta Ericson, 2018-01-25 Amidst concerns about unethical practice in the business world this book focuses on moral human agency in strategy as practice **Strategic Renewal** Aybars Tuncdogan, Adam Lindgreen, Henk Volberda, Frans van den Bosch, 2019-03-15 Strategic Renewal is an original research anthology offering insight into a subject area which although critical for the sustained success of organizations has received relatively little attention as distinct from the more general phenomenon of strategic change Firstly by providing a summary of the literature this research anthology helps graduate students and new researchers grasp the current state of affairs in the field Secondly this research anthology will help update the knowledge base of the existing researchers in the field By bringing together various studies the research anthology determines the core concepts of the field and elucidates the key gaps and future research areas Through contributions building on the knowledge bases of other disciplines this research anthology develops an interdisciplinary research agenda giving the reader an in depth understanding of the mediating moderating and antecedent variables concerning strategic renewal Strategic Renewal aims to provide a state of understanding to the subject as well as a clear

picture of the cross disciplinary landscape that informs the subject Thus this research anthology is essential reading for managers consultants and other practitioners as well as students and scholars of business

Global esports Dal Yong Jin, 2021-03-25 Global esports explores the recent surge of esports in the global scene and comprehensively discusses people's understanding of this spectacle By historicizing and institutionalizing esports the contributors analyze the rapid growth of esports and its implications in culture and digital economy Dal Yong Jin curates a discussion as to why esports has become a global phenomenon From games such as Spacewar to Starcraft to Overwatch a key theme distinguishing this collection from others is a potential shift of esports from online to mobile gaming The book addresses why many global game players and fans play and enjoy online and mobile games in professional game competitions and therefore they investigate the manner in which the transfer to from and between online and mobile gaming culture is occurring in a specific subset of global youth The remaining focus identifies the major platforms used to enjoy esports including broadcasting and smartphones By analyzing these unexamined or less discussed agendas this book sheds light on the current debates on the growth of global esports culture

The Oxford Handbook of Organizational Paradox Wendy K. Smith, Paula Jarzabkowski, Marianne W. Lewis, Ann Langley, 2017 The notion of paradox dates back to ancient philosophy yet only recently have scholars started to explore this idea in organizational phenomena Two decades ago a handful of provocative theorists urged researchers to take seriously the study of paradox and thereby deepen our understanding of plurality tensions and contradictions in organizational life Studies of organizational paradox have grown exponentially over the past two decades canvassing varied phenomena methods and levels of analysis These studies have explored such tensions as today and tomorrow global integration and local distinctions collaboration and competition self and others mission and markets Yet even with both the depth and breadth of interest in organizational paradoxes key issues around definitions and application remain This handbook seeks to aid engage and fuel the expanding interest in organizational paradox Contributions to this volume depict how paradox studies inform and are informed by other theoretical perspectives while creating a resource that enables scholars to learn about and apply this lens across varied organizational phenomena The increasing complexity volatility and ambiguity in our world continually surfaces paradoxical dynamics Thus this handbook offers insights to scholars across organizational theory

More than Bricks in the Wall: Organizational Perspectives for Sustainable Success Lea Stadler, Achim Schmitt, Patricia Klarner, Thomas Straub, 2010-08-17 This book illustrates different organizational perspectives for achieving sustainable corporate success Its contributions cover a range of research areas that have been developed at Prof Gilbert Probst's Chair of Organization and Management at the University of Geneva over the past twenty years By analyzing current research questions and highlighting corresponding managerial challenges this book provides a comprehensive view on corporate growth change management crisis management knowledge management and managing corporate boundaries

Leadership of Chinese Private Enterprises Anne S. Tsui, Yingying Zhang, Xiao-Ping

Chen,2017-01-25 This original book presents in depth research into thirteen successful Chinese private enterprises through interviews with their founder entrepreneurs While Chinese economic growth has focused primarily on governmental policies and institutional factors Leadership of Chinese Private Enterprises proposes that the success of these firms was primarily due to the visible hands of these entrepreneurs The authors present insights into the managerial realities of four separate industries Financial and insurance IT and e commerce construction and real estate and consumer goods Through a critical evaluation of interviews this book identifies the managerial recipe for entrepreneurial success in competitive and inhospitable environments and offers a model of private firm leadership and leadership principles that guide their strategies and relationships

Organizational Hybridity Marya Besharov,Bjoern Mitzinneck,2020-12-07 This book contains Open Access chapters This volume integrates and redirects research on organizational hybridity the mixing of logics forms and identities that do not conventionally go together It sets a foundation for continued analytical rigor and real world relevance

Dualities, Dialectics, and Paradoxes in Organizational Life Moshe Farjoun,Wendy Smith,Ann Langley,Haridimos Tsoukas,2018-07-26 Contradictions permeate and propel organizational life including tensions between reaching globally while focusing locally competing while also cooperating performing reliably while experimenting taking risks and learning or granting autonomy while constraining freedom These tensions give organizational members pause but also spur them to take action they may be necessary for preserving the social order but are also required to transform it Drawing on the Eighth International Symposium on Process Organization Studies Dualities Dialectics and Paradoxes in Organizational Life examines how contradictions fuel emergent dynamic systems and stimulate novelty adaption and transformations It uses conceptual and empirical studies to offer insight into how process theorizing advances understanding of organizational contradictions to shed light on how dialectics paradoxes and dualities fuel persistence and transformation and to explore the convergence and divergence of dialectics paradox and dualities Taken together it offers key insights to inform persistent contradictory dynamics in organizations and organizational studies

Ambidextrous Strategy Agnieszka Zakrzewska-Bielawska,2021-02-25 Strategies of enterprises evolve with the development of strategic management theory and new concepts models and outlooks that emerge with it The concept of ambidexterity is a relatively new approach to business development strategies which involves simultaneous exploration and exploitation activities to ensure the success of the company and a relatively sustainable competitive advantage This begs the question as to whether the ambidextrous strategy is the right choice for all enterprises and if not what determines its choice This book identifies and systematizes antecedents for choosing ambidextrous strategy including factors related to the uncertainty of the environment its dynamics complexity and unpredictability intra organizational factors those related to resources organizational structure and behavioral context as well as those related to strategic leadership It examines the outcomes of implementing ambidexterity from the perspective of financial and market performance and assesses the choices of companies operating in Poland from

the perspective of the impact that particular antecedents had and the outcomes achieved providing knowledge and guidance on the circumstances in which choosing the ambidextrous strategy brings the best results The book presents the research findings to date the cognitive gaps that still exist and the directions for further research It is intended for scientific circles doctoral and management students and a wide range of managers who have to make difficult strategic choices aimed on the one hand at increasing the efficiency of the company and on the other at seeking new paths of growth **Exploring Meso-Level Dynamic Capabilities to Address the Capability Rigidity Paradox** Florian Andresen, 2020-11-16 In this book Florian Andresen aims to unpack the capability rigidity paradox within the dynamic capability view Consequently he tackles one of the core challenges in strategic management of the past decades Providing a novel and thorough literature review on dynamic capabilities from the point of this paradox the author discusses the current state of the literature to derive the core shortcomings meticulously A case study of capability evolution in the German Armed Forces is interpreted against the backdrop of a strategy as process and practice lens thus allowing to propose the concept of meso level dynamic capabilities without falling prey to the capability rigidity paradox **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 **Elgar Introduction to Organizational Paradox Theory** Berti, Marco, Simpson, Ace, Cunha, Miguel P., Clegg, Stewart R., 2021-07-31 This insightful Elgar Introduction comprises the first effort to provide a succinct overview of the field of organizational paradox theory exploring contradictions and tensions in organizational settings By conceptually mapping the field it offers guidance through the literature on paradox making space for new interpretations and applications of the concept **Managing Multiple Organizational Goals in Turbulent Environments** Feifei Yang, Mirjam Goudsmit, George Shinkle, 2022-08-31 This book examines the management of multiple goals in organizations especially in today's increasingly turbulent business environment In this book authors develop a novel concept of goal polychronicity wherein organizations may attend to multiple goals simultaneously rather than mono chronically through sequential attention This book further investigates the impact of internal organizational control systems and external environmental turbulence on multiple goals management Empirical evidence is drawn from in depth interviews of top executives and large scale survey of top executives from four countries US Australia China and Israel The book enriches the understanding of multiple goals and provides evidence based recommendations to researchers and practitioners in managing multiple goals **Managing**

Inter-Organizational Collaborations Jörg Sydow, Hans Berends, 2019-10-04 This volume contains two Open Access chapters Volume 64 of Research in the Sociology of Organizations takes stock of research on processes of inter organizational collaboration and explores new topics that call for inquiry *Purpose-driven Innovation Leadership for Sustainable Development* Gaia Grant, 2024-06-07 Purpose driven Innovation Leadership for Sustainable Development presents invaluable insights into how leaders can balance competing innovation demands The book reports on research from an in depth case study which reveals the importance of developing highly adaptative and innovative responses through periods of rapid growth while simultaneously ensuring organisational stability grounded in a clear core purpose Paradox theory is introduced as a constructive theoretical lens for exploring these complexities of leadership sensemaking in innovation contexts The findings demonstrate how to incorporate both perspectives to establish a robust innovation culture This book aims to equip readers with evidence based principles that can be readily applied in practice The qualitative methodology which includes case studies and interviews conducted with global innovation leaders uncovers powerful strategies from relevant real world experiences Targeted Reflection and Action questions are also included to guide implementation Purpose driven Innovation Leadership for Sustainable Development will support researchers educators and students in the higher education sector who would like to investigate contemporary innovation leadership principles and practices The book will also interest business leaders hoping to access rigorous research studies on the topic presented in an effective actionable format *Methodological Challenges and Advances in Managerial and Organizational Cognition* Robert J. Galavan, Kristian J. Sund, Gerard P. Hodgkinson, 2017-12-05 Managerial and organizational cognition has sustained and gained the interest of researchers for over a quarter of a century This volume takes stock of the methodological accomplishments of the MOC field in recent years and it sets the agenda for the next phase of its development *The Oxford Handbook of Organizational Change and Innovation* Marshall Scott Poole, Andrew H. Van de Ven, 2021 Why and what organizations change is generally well known how organizations change is therefore the central focus of this Handbook Leading scholars focus on processes of change and the factors that influence these processes with the organization as the central unit of analysis

Reviewing **Strategic Change Dualism Duality And Beyond**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is truly astonishing. Within the pages of "**Strategic Change Dualism Duality And Beyond**," an enthralling opus penned by a highly acclaimed wordsmith, readers embark on an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve into the book's central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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