



Teams and technology: Fulfilling the promise of the new organization

Mankin, Don

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Teams And Technology Fulfilling The Promise Of The New Organization

Karin Nielsen-Saines



Teams And Technology Fulfilling The Promise Of The New Organization:

Teams and Technology Harvard Business Review Staff,1996-03-01 Teams Technology is the guidebook on how to design use terms technology together to improve corporate performance Based on their research experience in over 100 companies the authors develop a framework for integrating team technological organizational change present specific recommendations for implementation Teams Technology shows how to develop new information systems that support collaborative work how to build teams that take advantage of technological potential how to create an organization with a structure policies that support the synergy of teams technology *Teams and Technology* Donald A. Mankin,Susan G.. Cohen,Susan G. Cohen,Tora K. Bikson,Tora K.. Bikson,1996 Introduces the concept of MDI Mutual Design and Implementation and shows how to set up teams and use MDI to implement change

New Information Technologies in Organizational Processes Ojelanki Ngwenyama,Lucas D. Introna,Michael D. Myers,Janice I. DeGross,2013-06-05 A number of relatively new technologies such as Enterprise Resource Planning systems the Internet and intranets have entered the organizational landscape These technologies have not only enabled a wide range of social and organizational transformations but have also challenged much of the received wisdom that operates in academic and industrial discourses This book attempts to capture some of these strands by discussing the social and organizational issues surrounding the implementation and use of these new technologies in organizational processes Some of the contributions are critical and reflexive by nature while others offer rich insights through the analysis of cases The book represents a wide scope of traditions of thought as well as research approaches in addressing these emerging issues A number of practical and theoretical topics are discussed in detail including Implementation of ERP Electronic commerce Intranet implementation The management of standards Issues of organizational analysis Understanding BPR tools Collaborative technologies Knowledge work environments This book contains the selected proceedings of the International Working Conference on New Information Technologies in Organizational Processes Field Studies and Theoretical Reflections on the Future of Work organized by the International Federation for Information Processing IFIP and held in St Louis Missouri USA in August 1999 This valuable new title will be essential reading for researchers working in information systems and management technology social and organization studies

Business Without Boundaries Don Mankin,Susan G. Cohen,2004-09-24 Traditional forms of collaboration are not sufficient for competing effectively in the more complex and dynamic environment of today s business world Face to face meetings between people of similar backgrounds have given way to increasingly complex working relationships Organizations must be able to gain rapid access to knowledgeable people to meet constantly changing conditions and demands More fluid flexible and easily reconfigurable collaborative relationships are necessary to produce the innovations that can make or break organizations³ 4even entire industries³ 4 and provide the opportunities that attract the talented and motivated employees who will make the difference between success and failure Business Without Boundaries helps managers

address these challenges The authors explore a number of wide ranging real world cases to identify hands on principles for successful collaboration They offer managers and executives practical steps and tools for creating facilitating and supporting complex collaborations throughout their organizations And they explain how to team across boundaries in the new global economy The recommendations are specific enough to apply to particular forms of complex collaboration for example supply chains global product development teams interorganizational alliances but general enough to apply to new forms that have yet to emerge

New Directions in Management and Organization Theory Jeffrey A. Miles, 2014-03-25 This book is a collection of the best seventeen papers from the first Management Theory Conference held at the University of the Pacific in San Francisco California on September 27 and 28 2013 The authors of these papers are some of the best management researchers in the world including Anette Mikes Robert S Kaplan and Amy C Edmondson Harvard Business School Sarah Harvey University College London Randall S Peterson London Business School Jack A Goncalo and Verena Krause Cornell University Karen A Jehn University of Melbourne Yally Avrahampour London School of Economics and Political Science Tammy L Madsen Santa Clara University and Sim B Sitkin Duke University All of the papers in this book present the latest theoretical developments that were discussed at the first Management Theory Conference The purpose of the conference was to help address the shortage of new management and organization theories The mission of the conference was to facilitate recognize and reward the creation of new theories that advance our understanding of management and organizations The conference was held to motivate management researchers to create new theories and to provide researchers with a supportive forum where those new theories could be presented discussed and published Chapter Seventeen is the winner of the Wiley Outstanding New Management Theory Award Authors Chris P Long Sim B Sitkin and Laura B Cardinal present a theory to explain the drivers of managerial efforts to promote trust fairness and control They theorize how superior subordinate conflicts stimulate managers concerns about managerial legitimacy and subordinate dependability in performing tasks and hypothesize how managers attempt to address these concerns using trustworthiness promotion fairness promotion and control activities This book also contains written summaries of the two keynote addresses that were given at the conference by Roy Suddaby editor of Academy of Management Review and Jeffrey Pfeffer Stanford University which comprise Chapters Eighteen and Nineteen Professors Suddaby and Pfeffer present a fascinating debate of the future and new directions of management and organization theories

The Psychology and Management of Project Teams François Chioocchio, E. Kevin Kelloway, Brian Hobbs, 2015-04-10 Organizations today are increasingly using projects in their daily activities Projects and project management principles frame goal attainment in academia and many business sectors and they even serve as theoretical footing for organizational change endeavors However the ubiquity of project management does not mean that project work project teams and the ways organizations use projects are well understood Moreover while project management theory and practice aim at providing structure and control to enable successful project completion an

alarmingly high percentage of projects struggle or fail As the authors of *The Psychology and Management of Project Teams* explain this is in part because projects are still mostly managed as technical systems rather than behavioral systems Even though project management researchers have become increasingly interested in factors that may have an impact on project management effectiveness their efforts fall short of addressing the human factor And unfortunately many project management scholars are largely unaware of the I O psychology literature relying for example on outdated models of motivation and team development On the other side I O psychologists who research groups and teams often ignore the contextual influences such as business sector project type placement in the organizational hierarchy and project phase and maturity that have a crucial impact on how a project will unfold In this volume a cross disciplinary set of editors will bring together perspectives from leading I O psychology and project management scholars The volume will include comprehensive coverage of team selection development learning motivation and communication conflict management and well being leadership diversity performance from a multi level perspective and career development In the concluding chapter a research agenda will provide a roadmap for an integrated approach to the study of project teams

Multinational Work Teams P. Christopher Earley, Cristina B. Gibson, 2002-02-01 This authored book's purpose is to extend and consolidate the evolving literature on multinational work teams by developing a comprehensive theory that incorporates a dynamic multilevel view of such teams The model used by the authors focuses on various features of the team's members their interactions as a team and the organizational context in which they operate The concept of integration and differentiation as well as the notion of equilibrium are used as a general force guiding the specific processes that link various levels of analysis in the model Providing a framework for scholars and students in the field of organizational studies this book presents a comprehensive review of the literature related to multinational and multicultural teams an overview of the specific model driving our thinking along with an extensive description of the component parts the individual and group level elements of teams and their members the linking processes that connect various elements and structures the catalysts that give rise to changes in various elements and structures described in the theory section and a general integration of the model and an application of this framework for understanding MNT's in diverse cultural contexts

Encyclopedia of Library and Information Science Allen Kent, 2000-05-19 Adsorption of Information Technology to Software Reliability

Case Studies on Information Technology in Higher Education: Implications for Policy and Practice Petrides, Lisa Ann, 1999-07-01 Case Studies on Information Technology in Higher Education Implications for Policy and Practice is a collection of cases by researchers and practitioners that investigates examples of integrating IT in higher education examining both successes and failures in college and university settings

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 Virtual Teams David Pauleen,2004-01-01 Virtual teams are a new phenomenon and by definition work across time distance and organizations This text gathers academic research on real work based virtual teams It presents practical research insight and advice on how virtual team projects can be better managed Managing Teams Harvard Business School Press,2010-10-01 Expert Solutions to Everyday Challenges Is your team struggling Perhaps some members are involved in personal conflict while others don t seem to be contributing at all How can you get your team back on target ThePocket Mentor seriesoffers immediate solutions to the challenges managers face on the job every day Each book in the series is packed with handy tools self tests and real life examples to help you identify strengths and weaknesses and hone critical skills Whether you re at your desk in a meeting or on the road these portable guides enable you to tackle the daily demands of your work with greater speed savvy and effectiveness Human Resources and Their Development - Volume II Michael J. Marquardt,2009-10-20 Human Resources and their Development is a component of Encyclopedia of Human Resources Policy Development and Management in the global Encyclopedia of Life Support Systems EOLSS which is an integrated compendium of twenty one Encyclopedias The Theme on Human Resources and their Development provides the essential aspects and a myriad of issues of great relevance to our world such as Human Resources and their Development Major Issues in Human Resource Development Elements of Planning Strategies for Human Resource Development Human Life Systems Diversity and Human Development Human Development and Causes of Global Change Consequences of Global Change for Human Resource Development These two volumes are aimed at the following five major target audiences University and College Students Educators Professional Practitioners Research Personnel and Policy Analysts Managers and Decision Makers and NGOs

Work Teams: Past, Present and Future M.M. Beyerlein,2013-06-29 This book places current and future work team practices in historical context Researchers from 10 countries have contributed chapters that represent developments specific to their regions and that illustrate the way ideas spread around the world Some principles of effective teaming were independently discovered in different countries and some principles emerged from the work of researchers like Trist Emery and Lewin and spread around the world But all of the practices were driven by the dynamic tension between the psychology of the employee and business necessities Theories and cases describe autonomous work groups self managed work teams cell teams and other collaborative work structures Contributions to the design of such structures came from psychology management sociology industrial engineering and manufacturing Because of the challenges inherent in reorganising work around teams instead of individuals organizations are at different stages in evolving into 21st century work systems **New**

Organizational Designs Bob Trivica, 1999-05-12 The organizational world today has been characterized in various terms: turmoil, chaos, the age of paradox and unreason. Common to all these characterizations is that the conventional wisdom fails in responding to novel challenges triggered by the pervasive and radical change of organizations. Information, knowledge, information worker, and information technology are at the epicenter of these changes and surprises. This book explores new organizational designs such as the network and virtual organization from the information perspective. In addition, proposed is a model of the nontraditional organization in which information work evolves around teams that directly serve customers. This model was put on a test and elements of the nontraditional organization were identified in firms that have been around for quite some time: the public accounting industry and specifically its technologically most advanced segment. The book aims at transferring experience and facilitating interest for methods of organizing suitable for the information age. *Issues in Science and Technology*, 1995

Shaping Organization Form Gerardine DeSanctis, Janet Fulk, 1999-07-20 *Shaping Organization Form* considers the role of new communication technologies in shaping organizations today and in the future. Four key themes are considered in depth: changes in technology, changes in organizational form, and their mutual influence on one another; evolutionary processes in organizations and the ways in which technology can influence these processes; the development of organizational communities and inter-organizational relationships that are mediated by electronic communication systems; and major controversies surrounding electronically mediated organizations and directions for future research that flow out of these controversies. *Leadership Resources* Center for Creative Leadership, Greensboro, NC., 2000 This guide provides over 300 pages of resources suggested by leadership educators in surveys, Center for Creative Leadership staff, and search of library resources. This eighth edition is half new, including web sites and listserv discussion groups, and it places a stronger focus on meeting the needs of human resources professionals and corporate trainers. An annotated bibliography groups leadership materials in several broad categories: overview in context, history, biography, and literature; competencies; research theories and models; training and development; social, global, and diversity issues; team leadership and organizational leadership. 180 pages. Includes annotated lists of journals and newsletters. 9 pages instruments. 21 pages exercises. 41 pages instrument and exercise vendors. 5 pages videos. 29 pages video distributors. 4 pages web sites. 6 pages organizations. 21 pages and conferences. 9 pages. Contains a 66 page index of all resources. TEJ

Geographically Dispersed Teams Valerie I. Sessa, 1999 Geographically dispersed teams are work groups whose members are separated by time and distance. This bibliography summarizes what the current literature has to say about how these teams should be formed, developed, and led. A discussion of the key themes in the literature is followed by over 80 annotations of books, journals, and World Wide Web resources.

Cases on Information Technology Planning, Design and Implementation Khosrow-Pour, D.B.A., Mehdi, 2006-04-30 This book brings together a variety of real life experiences showing how companies and organizations have successfully or not so successfully planned, designed, and implemented different applications using

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