

THE OPPRESSED MIDDLE

Politics of Middle
Management

Scenes from Corporate Life

EARL SHORRIS

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Garden City, New York
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The Oppressed Middle Politics Of Middle Management Scenes From Corporate

Halina Brunning, Mario Perini



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Kramer,Margaret A. Neale,1998-08-11 This volume is a readily accessible compilation of current original scholarly research in the area of power and influence in organizations It offers a rich exploration of emerging trends and new perspectives

Personnel Literature ,1981 **Scenes from Corporate Life** Earl Shorris,1984 **Psychoanalytic Perspectives on a**

Turbulent World Halina Brunning,Mario Perini,2018-05-08 This article is intended to contribute to our understanding of the December 2001 collapse of Enron The existing literature on Enron s demise falls largely into two broad areas involving either micro psychological explanations or macro accounts that emphasize the workplace and its environment this paper is an exploratory study that focuses on a new interpretation which links the two areas more closely together It is proposed that Enron s culture was influenced by both micro and macro factors an experience of unsuccessful paternal authority figures within the family history of Enron s leaders coupled with an experience of problematic government and regulatory regimes associated with the gas industry Drawing on concepts from psychoanalysis and its application to organizational dynamics it is argued that these micro and macro factors helped to generate an Oedipal mindset in Enron s leaders according to which external authority was seen to be weak and not worthy of respect and that this contributed to Enron s demise Implications for theory are examined Narcissistic Process and Corporate Decay Howard S. Schwartz,1992-04 The thesis behind this

book is that American industry cannot compete in the marketplace because their organizational structure and management style has become pathologically narcissistic The theory is illustrated with real life examples such as the DeLorean automobile business failure *Understanding the High Performance Workplace* Neal M. Ashkanasy,Rebecca J. Bennett,Mark J.

Martinko,2016-06-10 This book asks the crucial question When does high performance supervision become abusive supervision As more organizations push to adopt high performance work practices HPWP the onus increasingly falls on supervisors to do whatever it takes to maximize the productivity of their work teams In this rigorous research based volume international contributors offer insight into how and when seemingly beneficial workplace practices cross the line from motivation to abuse By reviewing critical issues in both high performance work practices and abusive supervision it illuminates the crossover between these two modes of work and forges a path for future scholarship **The Cambridge**

Handbook of Organizational Community Engagement and Outreach Joseph A. Allen,Roni Reiter-Palmon,2019-01-03

This is an ideal reference for those looking to understand study and practice community engagement and outreach It discusses the different ways individuals including faculty administrators and management in organizations engage in their communities It supplies case studies best practices and theoretical approaches to the study of community engagement Scholars active in this field can use this book as an integration of the current knowledge concerning community engagement and as an inspiration for future research agendas Whilst directing how to implement effective community engagement

practices the book also facilitates the application of organizational theory to community engagement It will appeal to academics who are interested in the theoretical background of community engagement Technical Report ,1995

Psychoanalysis and Management Michael Hofmann,Monika List,2013-11-11 Managers are confronted with many difficult demands which are still unknown to them Gaining a better knowledge for unconscious ways of human behavior and their motivations is very important This book introduces research work to European readers by selected contributions from leading psychoanalytically oriented management theorists and clinicians The authors deal with different topics such as leadership corporate culture family business organizational stress career dynamics and so on All of them try to win an understanding and insight into conscious unconscious rational and irrational behavior The purpose of this book is fulfilled if this knowledge can be practiced in order to achieve improvements for the cooperation between people in general **Bad Attitude** Chris Carlsson,Mark Leger,1990-07-17 Bad Attitude is a collection of writings and graphics from the extraordinary Processed Word magazine Dedicated it giving voice to the benumbed foot soldiers of the information age it contains blistering first hand accounts of life at the bottom of the ladder in big banks defense contractors computer manufacturers and food processing factories In these pages the service economy and the new high tech jobs often touted in glowing terms by the mainstream media are exposed for their quotidian banality their essential uselessness and the catch 22 absurdity that permeates all corporate life under late capitalism Moving at bike messenger speed between offices Bad Attitude describes the hazards of the office computer and how to sabotage it mutant culture in Silicon Valley the new transiency undercutting links at work the connections between time and money bosses and secretaries resistance and resignation It provides a unique basis for new theoretical developments in the struggle for human liberation and above all it assures the thousands of isolated rebels mired in dead end and deadening jobs that they are not alone The spark of revolt can and must be nurtured until the next wave comes along

Development of a Roadmap for Special Forces Selection and Classification Research ,1995 The purpose of this project was to develop an agenda for Special Forces SF selection and classification research Job analysis data interviews field observation and expert judgments about the quality of measures formed the foundation for the Roadmap The resulting Roadmap is composed of eight projects Projects 1 and 2 Concurrent Criterion Related Validation of Readily Available Predictor Measures Against on the Job Performance and Development and Implementation of Content Valid Job Sample Tests supplement SF selection and classification with measures of leadership temperament and communication and analytic skills that could be implemented quickly Project 3 Validation of Measures of Conventional Army Task Proficiency Experience and Preference Against Training Performance addresses the fit between individuals and SF Jobs Project 4 Validation of Training Performance Against on the Job Performance would evaluate the usefulness of training data for predicting job performance Project 5 Predictive Validation of All Predictors Against on the Job Performance the ultimate test of any selection system requires maintaining databases for validation purposes Projects 6 8 involve the development of

information to facilitate decision making at the U S Army John F Kennedy Special Warfare Center and School The are Development of a Selection and Training Decision Simulator Project 6 Review of New Measures of Leader Problem Solving Performance Project 7 and Training Performance Study Project 8 DTIC **Leadership Perspectives** Alan

Hooper,2017-05-15 This definitive reference work is designed to meet a need for all those who have an interest in Leadership be they students at business schools academic researchers leadership consultants or practical leaders At last we have a collection of seminal peer reviewed articles and book chapters in one convenient volume All the members of the Editorial Team have an association with the renowned Centre for Leadership Studies at Exeter University and they have chosen their articles around six core themes Understanding Leadership Relationships Power and Leadership Leadership Identity and Difference Imagination Spirituality in Organizations These themes cover a broad spectrum of Leadership and this volume enables people to access some of the best writing on this fascinating topic all in one publication **The Collaborative**

Enterprise Charles C. Heckscher,Professor Charles Heckscher,2007-01-01 Organizing for competitive advantage and profit How can businesses best tap diverse capabilities to generate new ideas manufacture products and properly execute strategy In this groundbreaking thoroughly researched book organizational expert Charles Heckscher argues that in a global network of creation and production the dominant organizations will be those that master the still uncoded skills of collaboration replacing the giants of the past century who thrived on the mastery of bureaucratic systems Though there has been much discussion of teamwork and alliances in recent decades Heckscher argues that we are still a long way from fully understanding how to manage fluid and inconstant collaborations and that this is an area dominated far more by rhetoric than reality Using a combination of theory and extensive real life case studies Heckscher pushes the boundary of organization design and illustrates how companies are able to create new effective patterns of interactions and how they can build a culture and infrastructure necessary to support them For organizational leaders in search of long term competitive advantage The Collaborative Enterprise offers sound research findings and invaluable insights **Morality, Rationality**

and Efficiency Richard M. Coughlin,2016-09-16 The papers in this collection were selected from nearly 200 that were presented at the 50 sessions of the second annual International Conference on Socio Economics held at The George Washington University in Washington D C March 1990 They reflect the great interest that socio economics has inspired in the few years since the Society for the Advancement of Socio Economics was founded in 1989 The papers represent the stimulating dialogue among psychologists sociologists political scientists philosophers economists and students of finance and business administration The authors are communicating across the frontiers of established disciplines to address enduring questions on economic theory and policy and they aim to liberate the study of economics from the straitjacket of the neoclassical approach *Voice and Silence in Organizations* Jerald Greenberg,Marissa S. Edwards,2009-01-07 Are employees encouraged to speak up or to pipe down Do they share ideas openly or do they remain silent in ways that are

hurtful to individuals and harmful to the functioning of their organizations This collection of 12 essays addresses these and related issues from a variety of scholarly perspectives *Working Papers Magazine* ,1981 *Creativity and Innovation in Organizations* Michael D. Mumford,E. Michelle Todd,2019-11-04 This volume presents a distinctly multilevel perspective on creativity and innovation that considers individual level team level and firm level factors In illustrating these factors this volume presents both theoretical and practical implications to guide researchers and practitioners alike in the continued study and advancement of creativity and innovation in organizations Chapter authors not only discuss the abilities personality and motivational attributes that contribute to employee creativity but they also address the impact of leadership and climate on creative performance in teams Subsequently firm level influences such as planning learning strategy and professions that influence the success of creative and innovative efforts are examined With contributions from leading scholars around the globe this book offers a comprehensive review of creativity and innovation to assist researchers and practitioners in their quests to understand and improve organizational creativity and innovation This is an essential resource for scholars researchers or graduate students interested in creativity innovation and organizational behavior **Fire in the Belly** Sam Keen,2010-06-16 Sam Keen is one of the most creative profound thinkers of our time I personally have learned and benefited immensely from his books He brings to the men s movement a new kind of practical wisdom that should help both men and women John Bradshaw author of Homecoming How does one become a real man By joining a fraternity Getting a letter in football Conquering a lot of women Making a lot of money With traditional notions of manhood under attack today s men and women are looking for a new vision of masculinity In this groundbreaking book Sam Keen offers an inspiring guide for men seeking new personal ideals of strength potency and warrior ship in their lives What does it really mean to be a man Fire in the Belly answers that question by daringly confronting outdated models that impoverish injure and alienate men It shows instead how men can find their own path to understanding the unique mysteries of being male and in the process rediscover a new vitality and virility that will energize every aspect of their lives Here is a look at men at work at play at war and in love moving from brokenness to wholeness and building nurturing satisfying relationships with one another their mates and their families At no time in history have there been so many men looking for new roles new attitudes and new ways of being In this powerful and empowering book author Sam Keen retells for modern times the ancient story of the search for what it means to be a man a man with fire in his belly and passion in his heart This book taught me things i didn t know thawed out some feelings that had been frozen and made me remember things I thought I wanted to forget The growing men s movement has added a voice and a book that captures the problems of being male and the promises of manhood achieved I didn t want it to end John Lee author of The Flying Boy **Lo sguardo della psicoanalisi su un mondo turbolento** Halina Brunning,Mario Perini,2021-07-28 Questo un libro di cui c era molto bisogno che offre una prospettiva chiara profonda e costruttiva su molti dei malesseri sociali politici ed economici odierni Anton Obholzer psicoanalista e consulente

organizzativo gi direttore del Tavistock Centre di Londra Gli autori che sono stati riuniti in questo rilevante volume dimostrano come il terrorismo la guerra la crisi finanziaria e l'irresponsabilit  aziendale debbano gran parte della loro ingestibilit  alla dipendenza da motivazioni inconsce e all'operato di meccanismi nascosti Ken Eisold gi Presidente dell'International Society for the Psychoanalytic Study of Organizations fondatore dell'Organization Program del William Alanson White Institute Questo libro straordinario dovrebbe convincere anche gli scettici pi  incalliti che la psicoanalisi non morta Esso dimostra chiaramente che ben viva vitale e interessata ai problemi pi  impegnativi che sfidano il mondo contemporaneo Clare Huffington consulente organizzativa presidente dell'International Society for the Psychoanalytic Study of Organizations Uno dei meriti di questo volume   certo non il minore la capacit  degli autori di integrare la psicoanalisi con le altre scienze sociali Gilles Amado professore di Psicologia sociale delle organizzazioni alla cole des Hautes tudes Commerciales di Parigi membro della Soci t  Fran aise de Psychoth rapie Psychanalytique de Groupe Globale nella sua panoramica di autori e di casi di studio Lo Sguardo della Psicoanalisi su un Mondo Turbolento riafferma la persistente rilevanza della psicoanalisi per la comprensione dell'odierna vita sociale politica ed economica Paul Hoggett professore di Scienze Politiche e direttore del Centre for Psycho Social Studies University of the West of England Bristol

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