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Annegret Bolte, Stephanie Porschen



Sisyphos Im Management:

Innovation Management Prof. Dr. Katrin Stefan, 2021-01-12 This is the first volume of publications on recent developments in innovation management within the newly established series edited by Kempten University of Applied Science and published by Deutsches Institut für Ideen und Innovationsmanagement the German institute for idea and innovation management The authors are Master students enrolled in the Master programme Global Business Development The papers cover a wide range of different approaches to highlight how management theory responds to the contingencies of an increasing complex and volatile business environment

Culture in Organizations Sonja A. Sackmann, 2022-01-03 Culture eats strategy for breakfast Peter Drucker's provocative statement points to the importance of culture for organizations Depending on its characteristics culture contributes significantly to the success or failure of for profit and not for profit organizations Hence managers and leaders need to have an understanding of this important concept for best results This book provides relevant knowledge about the concept of culture This includes its major characteristics and dimensions the way culture functions and influences both the internal life of an organization and the resulting performance The book describes the emergence and development of culture over time as well as the formation and influence of subcultures Even though culture is always present certain situations call for specific attention such as fast growth or stagnation strategic alliances MAs or situations of change The book describes how to go about understanding and assessing an organization's culture as a basis for culture change interventions as well as culture sensitive and culture mindful management and leadership

Reviving Don Bosco's Oratory. Salesian Youth Ministry, Leadership and Innovative Project Management Michal Vojtíšek, 2017-10-30 The book starts with the development of Salesian youth ministry in the post Vatican II period The change from a faithful and repetitive education towards a critical and future centered approach brought multiple risks Focusing on organizational aspects we analyze the underlying theories and their anthropological paradigms especially Management by Objectives Then we turn back to the original and permanent criterion for any renewal the experience of Don Bosco in the Valdocco Oratory His leadership and management qualities recent leadership concepts solid bases of the Salesian Youth Ministry and creative experiments are sewn creatively together in an innovative proposal 1 Creation of an integral anthropological framework 2 Development of a set of virtues qualities at the level of action mentality shared leadership and operative management 3 Proposal of a transformational project cycle that merges planning community building and discernment

Phenomenology of the Embodied Organization W. Küpers, 2014-12-22 Drawing on contemporary debates and responding to an analytic lacuna in organization and management studies and calls from organizational practice Phenomenology of the Embodied Organization explores the fundamental and integral role of the body and embodiment in organizational life worlds

Personal im Sozialmanagement Herbert Bassarak, Sebastian Noll, 2012-03-12 Die Qualität sozialer Einrichtungen und Dienste wird durch ihre Mitarbeiterinnen und Mitarbeiter geprägt

das Personal ist der Erfolgsfaktor im Sozialmanagement Auf Einladung der Bundesarbeitsgemeinschaft Sozialmanagement Sozialwirtschaft präsentierte und diskutierte Wissenschaftler und Praktiker aus Deutschland, Österreich und der Schweiz die neuesten Entwicklungen. Schwerpunkte lagen dabei in den Feldern Qualifikation, Personalauswahl und Entwicklung, Personalführung und Betroffenenbeteiligung. Die Beiträge bieten Wissenschaftlern und Studenten ebenso wie Praktikern der Sozialen Arbeit Orientierung und Handlungshilfen.

Organization and Newness Michael A. Peters, Susanne Maria Weber, 2019-01-14. Organization and Newness: Discourses and Ecologies of Innovation in the Creative University offers a view from a perspective of organizational education on the new which analyzes the production of the new within organizations in relation to the inherent learning processes. Fundamental for this perspective is the question about the changeability of organizations especially when these are not viewed only as instrumentally established regulatory structures but rather as social constructs. The contributions of this volume contour the complexity of newness in organization and form a bridge from critical analysis of imperative discourse of newness to programmatic pleas of an organizational pedagogy which is normative in nature for a reconfiguration of organizational and societal relationships. The issue at hand shows how tightly the question about newness is constitutively woven into the self-conception of organizational education and pedagogy.

Sisyphos im Management Stefan Kühl, 2002. Das Ende der Hierarchie: Mitarbeiter müssen heutzutage eigenverantwortlich handeln, aber doch nur in dem vom Management vorgegebenen Rahmen. Man fordert von ihnen sich wie selbständige Kleinunternehmer zu verhalten, aber dabei im Sinne des gesamten Unternehmens zu handeln. Dabei entsteht ein Widerspruch: Wie soll das gehen? Stefan Kühl beschäftigt sich mit den Widersprüchen und Paradoxien des Unternehmensalltags. Denn obwohl alle immer am Umstrukturieren sind, entsteht keine Zufriedenheit und es wird nie besser. Oder doch? Oder nur anders. Hierarchie und Bürokratie sind heftig in die Kritik geraten. Sie gelten als nicht effizient und unzeitgemäß. Es wird viel vom Ende der Hierarchie geredet. Stefan Kühl zeigt, dass es dabei aber nur um einzelne Arbeitsprozesse geht, die nicht mehr hierarchisch funktionieren. Die Hierarchie als zentrales Steuerungsinstrument des Gesamtunternehmens ist nie wirklich in Frage gestellt worden und sie ist auch nicht wegzudenken. Als einer der Ersten untersucht er auch, wie sich eine demokratische Gesellschaft mit einer hierarchisch organisierten Gesellschaft verträgt. Geben wir alle unsere demokratische Gesinnung auf, wenn wir arbeiten gehen? Nach der Lektüre des Buches werden Manager genauer wissen, warum viele Umstrukturierungsmaßnahmen genau den gegenteiligen Effekt haben, der eigentlich bezweckt war. Bevor man das nächste Mal das Organigramm ändert, sollte man dieses Buch von Stefan Kühl gelesen haben.

Contemporary Occupational Health Psychology, Volume 2 Jonathan Houdmont, Stavroula Leka, Robert R. Sinclair, 2012-04-23. Contemporary Occupational Health Psychology: Global Perspectives on Research and Practice, Volume 2, continues a definitive reference series published in association with the European Academy of Occupational Health Psychology (EAOHP) and the Society for Occupational Health Psychology (SOHP). The series summarizes state-of-the-art research and practice in the field of occupational health psychology. Volume 2 of the most

important and influential research series in the rapidly growing field of occupational health psychology Presents state of the art research along with its implications for real world practice Provides in depth reviews of hot topics including new work from several top international experts in the field Volume 2 includes increased North American contributions sourced by a dedicated North America editor **Governance Sozialer Arbeit** Klaus Grunwald,Paul-Stefan Roß,Monika

Sagmeister,2024-06-11 Der vorliegende Band widmet sich der Steuerung von sozialwirtschaftlichen Organisationen und von Unterst tzungsaarrangements der Sozialen Arbeit Der Governance Ansatz wird genutzt um auf zentrale Steuerungsfragen Sozialer Arbeit konzeptionelle Antworten zu finden die vor dem Hintergrund der gegenw rtigen gesellschaftlichen Transformationsprozesse tragf hrig sind Dazu greift er auf die Diskurse zu Welfaremix Netzwerken sowie Organisationen und ihrer Steuerung zur ck Ziel ist eine theoretisch konzeptionelle Fundierung der Handlungspraxis von potenziellen F hrungskr ften in der Sozialen Arbeit Koordinationsinstrumente in virtuellen Unternehmen Andreas Borchardt,2007-10-24 Andreas Borchardt untersucht anhand 19 virtueller Unternehmen aus Deutschland sterreich und der Schweiz wie eine erfolgreiche Projektabwicklung in virtuellen Unternehmen erm glicht werden kann Er zeigt dass personenorientierte Koordinationsinstrumente z B Vertrauen soziale Rollen Selbstabstimmung etc neben den strukturellen technokratischen und informationstechnologischen Instrumenten die wichtigste Instrumentengruppe bilden *Die Organisation des Informellen* Annegret Bolte,Stephanie Porschen,2007-10-20 Dezentralisierung und Flexibilisierung der betrieblichen Organisation f hren f r Arbeitskr fte zu neuen Anforderungen an Selbstabstimmung und Kooperation Dabei bleibt die informelle Kooperation im Arbeitsprozess unverzichtbar sie erh lt sogar einen neuen Stellenwert Dies wird aber in der betrieblichen Praxis kaum ber cksichtigt So wird versucht den neuen Anforderungen durch eine Formalisierung der Kooperation zu begegnen indem etwa eine Vielzahl von Gremien und Meetings installiert wird Solche Versuche gehen aber meist auf Kosten der informellen Kooperation und beeintr chtigen deren besondere Leistungen Die Autorinnen stellen im betrieblichen Alltag erprobte Modelle vor und zeigen wie informelle Kooperation organisiert und gestaltet werden kann ohne den besonderen Charakter des Informellen zu zerst ren Dabei beziehen sie sich auf das Konzept der erfahrungsgeleiteten Kooperation

Personalarbeit in Organisationen Sozialer Arbeit Andrea Friedrich,2009-12-01 Die Professionalisierung des Personalmanagements stellt Organisationen der Sozialen Arbeit in vielen Handlungsfeldern ihrer Personalarbeit vor Herausforderungen Die spezifischen Besonderheiten der Sozialen Arbeit lassen Irritationen und Herausforderungen in zweierlei Perspektive entstehen Zum einen ist die Praxis irritiert in Bezug auf die betriebswirtschaftliche Ausrichtung des Personalmanagements zum anderen irritiert die Praxis die Fachdiskussion durch ihre Vielfalt an Ausgestaltungen des Personalmanagements Dieser Band bildet beide Ebenen ab Die fachliche Diskussion des Personalmanagements in der Sozialen Arbeit wird erg nzt durch Praxisbeitr ge von F hrungskr ften aus der Sozialen Arbeit

Veränderungsmanagement Klaus Rischar,2005 Das Ver nderungsmanagement ist heute ein allgemeines Ph nomen in

Privatwirtschaft öffentlichem Dienst und Non Profit Organisationen Die damit verbundenen Umstrukturierungen treten immer häufiger schneller und radikaler auf Was sind die Auslöser für diesen Wandel und wie notwendig ist er Das sind die ersten Überlegungen in diesem Buch Hohe neue sachliche und auch zwischenmenschliche Anforderungen ergeben sich nicht nur für die Entscheidungsträger sondern auch für alle anderen Betroffenen von den oberen Führungsebenen bis hin zur Hilfskraft Veränderungsmanagement verlangt von ihnen Flexibilität und Mobilität in bisher für sie nicht bekanntem Ausmaß Wie können besonders ltere Menschen diesen Wandel bewältigen ihre Stärken ausbauen und ihre Schwächen genau erkennen und durch gezielte Selbstweiterbildung und Personalentwicklungsmaßnahmen erfolgreich Neues lernen Die Entscheidungsträger seien sie Manager oder Führungskraft erhalten wertvolle praktische Hinweise wie sie schwerwiegende zwischenmenschliche Fehler vermeiden und so dafür sorgen können dass das Veränderungsmanagement in jeder Hinsicht und möglichst bald erfolgreich verwirklicht wird Verspielte Freiheit in Organisationen Olaf Geramanis, Stefan Hutmacher, Lukas

Walser, 2025-08-28 Das Fachbuch beschreibt mit seiner interdisziplinären Ausrichtung die Freiheit in Organisationen aus mehreren Blickwinkeln und thematisiert dabei vor allem die Handlungsebene Es zeigt auf wie und auf welche Art und Weise innerhalb von Organisationen Spielräume zur Verfügung gestellt werden wer die dafür verantwortlichen Personen sind und bei welchen Möglichkeiten sie verfügen Die Expertinnen und Experten erläutern in ihren Beiträgen drei Schnittstellen und geben Impulse bei den jeweiligen Handlungsmöglichkeiten Individuum Organisation Individuum Gesellschaft sowie die Schnittmenge zwischen Organisation und Gesellschaft Sie gehen dabei den Fragen nach wie sich individuelle Freiheit innerhalb organisationaler Notwendigkeiten verorten lässt wie die gegenwärtig wirksamen gesellschaftlichen Verpflichtungen individuelle Freiheit ermöglichen oder behindern und wie sich letztlich das Verhältnis zwischen Individuum Organisation und Gesellschaft beschreiben lässt Die Hochschule für Soziale Arbeit der Fachhochschule Nordwestschweiz unterstützt diesen Tagungsband Psychologie des Wissensmanagements Gabi Reinmann, Heinz Mandl, 2004-09-10 Wann sind Menschen bereit ihr Wissen offen zu legen und weiterzugeben Wie kann man trüges Wissen verhindern und dafür sorgen dass Wissen in Organisationen genutzt wird Unter welchen motivationalen Bedingungen sind Menschen bereit ihr Wissen zu teilen und welche Fähigkeiten sind dazu notwendig Wie entsteht neues Wissen welche Rolle spielen Kreativität und Problemlösen und was kann man tun damit Innovationen entstehen Diese und ähnliche Fragen erfordern eine psychologische Perspektive und Konzepte die das Wahrnehmen Denken Lernen Wollen und Fühlen des Menschen in den Mittelpunkt stellen Namhafte Autorinnen und Autoren aus verschiedenen Bereichen der Psychologie stellen in diesem Buch Perspektiven Theorien und Methoden dar die Wissensmanagement in Organisationen professionalisieren und humaner machen Theoretische Aspekte und empirische Befunde finden dabei genauso Beachtung wie praktische Folgen und konkrete Methoden

Wissenskommunikation in Organisationen Rüdiger Reinhardt, Martin J. Eppler, 2011-06-27 Das Buch hat das Ziel der Kommunikationsperspektive im Wissenstransfer mehr Gewicht zu geben Die Autoren gehen der Frage nach wie

Kommunikation gestaltet werden kann um den internen und externen Wissenstransfer zu verbessern. Der erste Teil behandelt die theoretischen Grundlagen zur Wissenskommunikation aus Sicht der Forschung. Im zweiten Teil werden anhand von Fallstudien Methoden und Instrumente der Wissenskommunikation für die Praxis erläutert. Im letzten Teil werden zum einen die Gestaltungsfaktoren von Wissenskommunikation die anhand der Fallstudien erörtert wurden kritisch gewürdigt. Zum anderen werden anhand einer theoretischen Reflexion die Implikationen für die weitere Forschung zum Konzept der Wissenskommunikation aufgezeigt.

Wissen vernetzen Hans-Georg Schnauffer, Brigitte Stieler-Lorenz, Sibylle Peters, 2011-06-27

Grundlagen des Managements in der Sozialwirtschaft Armin Wöhrle, Reinhilde Beck, Klaus Grunwald, 2013-09-18

Die erste systematische Einführung in das Management der Sozialwirtschaft und das Sozialmanagement beschreibt die Voraussetzungen dieser Art des Wirtschaftens erläutert ihre Grundlagen und stellt Bezüge zur Sozialwirtschaft Sozialpolitik Sozialen Arbeit und den Wirtschaftswissenschaften her. Es behandelt die Geschichte des Sozialmanagements und die gegenwärtigen Aufgabenstellungen. Anhand eines Überblicks über den gegenwärtigen Stand der Diskussion werden die Besonderheiten und das Selbstverständnis des Fachs herausgearbeitet.

Projekte führen Stefan Kühl, 2016-06-02

Bei Projekten die sich mit schlecht definierten Problemen beschäftigen führen die Prinzipien des klassischen Projektmanagements nicht weiter. Projektmanager versuchen vergeblich eine lineare Vorgehensweise aufrechtzuerhalten auch wenn Zielkorridore Betroffene und Rahmenbedingungen nicht genau zu bestimmen sind. Basierend auf aktuellen organisationstheoretischen Überlegungen wird eine grundlegend andere Betrachtungs- und Herangehensweise vorgeschlagen. Erprobungen zu beginnen bevor überhaupt zu Ende gedacht wurde. Die Evaluation von Projekten setzt nicht an Ziel. Ist Vergleichen an sondern daran ob es gelungen ist Stagnation zu überwinden Konflikte auszuräumen und Verständigung über neue Handlungsmöglichkeiten herbeizuführen.

Arbeitswelt und Organisation Kerstin Wüstner, 2007-09-26

Kerstin Wüstner stellt theoretische Konzepte der modernen Arbeitswelt dar und berichtet anhand von zahlreichen empirischen Studien deren Auswirkungen auf die Praxis. Dabei werden z.B. die Bereiche Arbeitszufriedenheit Commitment Stress und Gesundheit untersucht und sowohl betriebswirtschaftliche als auch soziologische und psychologische Ansätze einbezogen. Lernziele sowie Zusammenfassungen und Kontrollfragen am Ende jedes Kapitels erleichtern die eigene Lernkontrolle.

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