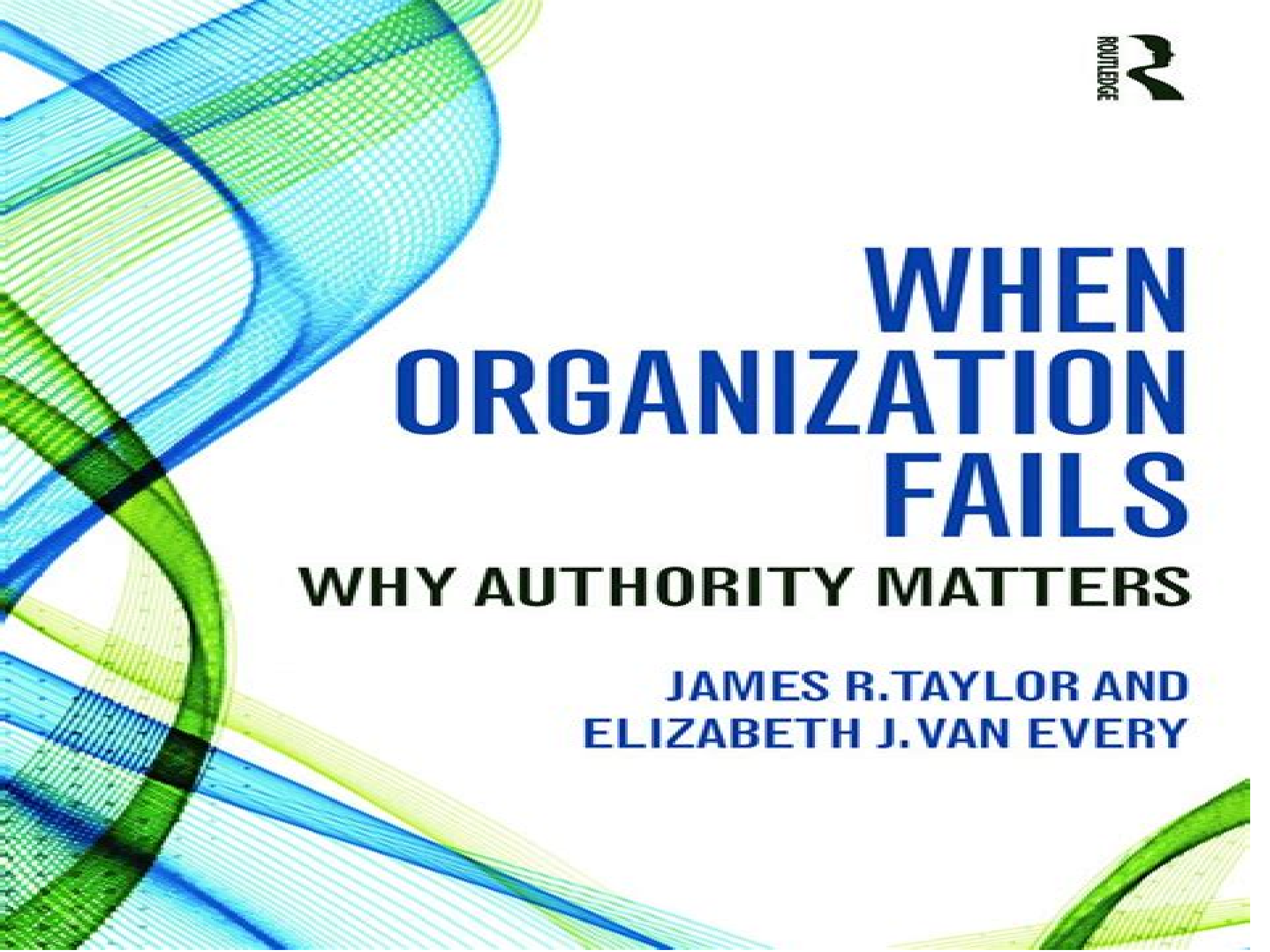




WHEN ORGANIZATION FAILS

WHY AUTHORITY MATTERS

**JAMES R. TAYLOR AND
ELIZABETH J. VAN EVERY**

When Organization Fails Why Authority Matters

**François Cooren, Peter Stücheli-
Herlach**



When Organization Fails Why Authority Matters:

When Organization Fails James R. Taylor, Elizabeth J. Van Every, 2014-06-05 *When Organization Fails Why Authority Matters* develops the study of authority as an area of investigation in organizational communication and management. As a research topic, authority has rarely been addressed in depth in the management and organizational communication literature. It is critical, however, to maintaining unity of purpose and action of the organization, and it is frequently cited by organizational members themselves. Utilizing two case studies examined in depth and based on the accounts of the individuals involved, authors James R. Taylor and Elizabeth J. van Every explore the pathology of authority when it fails. They develop a theoretical foundation that aims to illuminate authority by positioning it in communication theory. This volume sets the stage for a new generation of scholars who can make their reputations as experts on authority and is intended for scholars and graduate students in organizational communication, leadership, and discourse analysis. It also offers practical insights to consultants and management experts worldwide.

The International Encyclopedia of Organizational Communication, 4 Volume Set Craig Scott, Laurie Lewis, 2017-03-06 *The International Encyclopedia of Organizational Communication* offers a comprehensive collection of entries contributed by international experts on the origin, evolution, and current state of knowledge of all facets of contemporary organizational communication. Represents the definitive international reference resource on a topic of increasing relevance in a new series of sub-disciplinary international encyclopedias. Examines organization communication across a range of contexts including NGOs, global corporations, community cooperatives, profit and non-profit organizations, formal and informal collectives, virtual work, and more. Features topics ranging from leader-follower communication, negotiation and bargaining, and organizational culture to the appropriation of communication technologies, emergence of inter-organizational networks, and hidden forms of work and organization. Offers an unprecedented level of authority and diverse perspectives with contributions from leading international experts in their associated fields. Part of *The Wiley Blackwell ICA International Encyclopedias of Communication* series, published in conjunction with the International Communication Association. Online version available at Wiley Online Library. Awarded 2017 Best Edited Book award by the Organizational Communication Division, National Communication Association.

The Routledge Handbook of the Communicative Constitution of Organization Joëlle Basque, Nicolas Bencherki, Timothy Kuhn, 2022-04-24 This Handbook offers state-of-the-art scholarship on the perspective known as the Communicative Constitution of Organization (CCO). Offering a unique outlook on how communication accounts for the emergence, change, and continuity of organizations and organizing practices, this Handbook systematically exposes the theoretical and methodological underpinnings of CCO, displays its empirical diversity, and articulates its future trajectory. Placing communication firmly at the centre of the organizational equation, an international team of expert authors covers the key theoretical inspirations and the main themes of the field. The debates that animate the CCO community.

methodological approaches How CCO handles classic management themes Practical applications Offering a central statement of CCO s contributions to the fields of organization studies communication and management this Handbook will be of interest to organization studies and communication scholars faculty and graduate and advanced undergraduate students as well as anyone associated with CCO theorizing seeking a comprehensive overview of the theoretical methodological and practical tenets of this growing area Chapter 5 of this book is freely available as a downloadable Open Access PDF under a Creative Commons Attribution Non Commercial No Derivatives 4 0 license <https://www.taylorfrancis.com/chapters/oa-edit/10.4324/9781003224914-7/communicative-constitution-world-a-luhmannian-view-communication-organizations-society-michael-grothe-hammer-context-ubx-refId/6fe411e1-fbed-41c9-8d95-03ca74450c1d>

[The Sage Handbook of Qualitative Research in Organizational Communication](#) Boris H. J. M. Brummans, Bryan C. Taylor, Anu Sivunen, 2024-01-06 The Sage Handbook of Qualitative Research in Organizational Communication is a state of the art resource for scholars students and practitioners seeking to deepen their understanding and expertise in this dynamic field Written by a global team of established and emerging experts this Handbook provides a comprehensive exploration of the field s foundational traditions of epistemology and theory as well as its latest methodologies methods issues and debates The volume reflects a diverse range of approaches e g mixed methods ethnographic rhetorical pragmatist phenomenological feminist critical race postcolonial queer and engaged and covers a broad spectrum of topics ranging from data collection and analysis to representation Additionally this Handbook addresses emerging trends such as digital forensics post qualitative research and the transformative impact of COVID 19 on the conduct of qualitative research in organizational communication As the first volume of its kind in this field The Sage Handbook of Qualitative Research in Organizational Communication is a cornerstone text for scholars students and practitioners interested in understanding the vital role of communication in organizational life Part 1 Approaches to Qualitative Organizational Communication Research Part 2 Data Collection in Qualitative Organizational Communication Research Methods and Issues Part 3 Data Analysis and Representation in Qualitative Organizational Communication Research Methods and Issues Part 4 The Future of Qualitative Organizational Communication Research

Expertise, Communication, and Organizing Jeffrey W. Treem, Paul M. Leonardi, 2016 Expertise is an intriguing construct Though it is highly desired it is commonly characterized by exclusivity or being something esoteric making it both seemingly difficult to acquire and understand This opaqueness surrounding the nature of expertise in organizational contexts is coupled with greater demands for specialized work and employees increased reliance on communication technologies to complete tasks trends that further complicate the evaluation of workers knowledge and abilities This volume draws upon original works from scholars of diverse backgrounds to explore how recent changes in the structure of organizational life have altered the nature of expertise Specifically this book aims to challenge the perspective that organizational expertise exists to be recognized and utilized and offers an alternative lens that views expertise as emergent and constituted in communication among organizing

actors Examining the intersection of communication and expertise within and across different contexts of organizing offers new insights into the discursive material and structural influences that contribute to an understanding of expertise This book offers a comprehensive view of organizational expertise by presenting theoretical frameworks for the study of expertise providing reviews of how the study of expertise has evolved applying perspectives on expertise to different domains of organizational practice and presenting new directions for the study of the intersection of expertise communication and organizing The result is a treatment that considers expertise in diverse forms and across a variety of contexts of organizing and in doing so provides valuable content to researchers from multiple disciplinary backgrounds The Failure of Madison Guaranty Savings and Loan Association and Related Matters United States. Congress. House. Committee on Banking and Financial Services,1995 Strategies, Leadership and Complexity in Crisis and Emergency Operations Stig Johannessen,2017-09-22 Strategies Leadership and Complexity in Crisis and Emergency Operations will bring together the main themes of strategy operational leadership organizational dynamics and complexity in the context of crisis and emergency operations creating a book that is timely and relevant for research and leadership in emergency services the police military and other organizations involved in operations in highly dynamic and critical contexts Based on two recent Scandinavian cases Strategies Leadership and Complexity in Crisis and Emergency Operations identifies theoretically generalizable dimensions in the discussion of emerging strategies and leadership in complex uncertain and dynamic situations during crisis and emergency operations The book will offer original material and discussions from these cases on how strategies leadership and organizational dynamics evolve during crisis and emergency operations and further link these to existing international cases and research In light of theories and fields of knowledge emphasising complex organizational dynamics discussions are coupled with examples from different organizations and countries The knowledge fields draw on a wide range of new organizational complexity research and insights from more established work The intention is to integrate established and recent organizational research in order to understand dynamic practices of organizations during crisis and emergency operations **Elgar Encyclopedia of Corporate Communication** Klement Podnar,2024-03-14 This comprehensive Encyclopedia captures the intricacies of corporate communication offering 87 clear succinct definitions of important concepts within marketing business organizational communication and public relations followed by critical literary analyses of significant research ventures *Overcoming Managerialism* Robert Spillane,Jean-Etienne Joullié,2022-05-09 Managerialism has often been defined as an ideology according to which the effective and efficient running of commercial firms not for profit organizations and public administrations is delivered by individuals who possess superior formal knowledge and expertise in management Arguing to their exclusive education managers deprive employers and employees of decision making power and ensconce themselves systematically in the power structure of workplaces to advance their own interests and agenda The central thesis of *Overcoming Managerialism* is that resisting and overcoming managerialism

necessitates the re establishing of the conceptual distinction between power and authority Second it requires the rehabilitating of authoritative management as a protection against authoritarian practices Authority properly conceived redirects power to technical experts and professionals and thereby limits managerial power The authors discuss ten contentions which taken together represent a theory of the foundation of management in which authority power and rhetoric are central concepts This book combines academic scholarship with a readable critique of managerialism It will be of interest to both management scholars and students

What Do Corporations Want? Timothy Kuhn, 2025-09-16 Corporate purpose has become a battleground for stakeholders competing desires Some argue that corporations must simply generate profit others suggest that we must make them create social change Leading organization studies scholar Timothy Kuhn argues that this either or thinking dramatically oversimplifies matters today s corporations must be many things all at once Kuhn offers a bold new Communicative Theory of the Firm to highlight the authority that creates corporations identities and activities The theory provides a roadmap for navigating that battleground of competing desires to produce more responsive corporations Drawing on communicative and new materialist theorizing along with three insightful case studies this book thoroughly redefines our understandings of what corporations are for

Research Handbook on Strategic Communication Jesper Falkheimer, Mats Heide, 2022-12-13 Strategic communication as a research field and a professional practice is becoming increasingly relevant for organizations Bringing together contributions from almost 60 leading international scholars this dynamic Research Handbook on Strategic Communication is a timely contribution to a vivid and developing academic field

The Communicative Constitution of Organizations Robert D. McPhee, Joel O. Iverson, Karen Myers, 2025-03-18 Discusses interrelations or confluences among communication flows as the Four Flows Model of organizational communication The Four Flows Model illustrates how communication makes an organization what it is presenting in depth information on the Communicative Constitution of Organizations CCO Written by a team of renowned experts in the field this comprehensive resource is designed for all those involved in the study of organizations particularly advanced students and researchers in Business Sociology Communication Studies and the subdiscipline of Organizational Communication Organized into twelve substantial chapters the text clearly and thoroughly explains all key aspects of Four Flows Theory 4F and provides a theoretical grounding in its parent Structuration Theory ST The book draws upon original research and evidence to demonstrate that organizations are not constituted in merely one way but rather by four analytically different yet interconnected characteristic flows Membership Negotiation Self Structuring Activity Coordination and Institutional Positioning Throughout the book the authors describe their theoretical developments through discussion of other key schools of CCO thinking as well as important issues such as critical perspectives on organizing Articulating the significance of the Four Flows Theory for CCO scholarship this innovative volume Discusses interrelations or confluences among flows and explores relations of the Four Flows Model with alternate perspectives Emphasizes the need to ask broader questions in CCO

theorizing regarding the ways socio material things are constituted Lays out the context of 4F theory and identifies the key issues CCO theories should address Describes how conlocutions allow sensitive exploration of relations Introduces the concept of transtruction to Structuration Theory explaining how communication produces and reproduces organizations Highlighting the importance of studying organizations as novel social entities that rule the world The Four Flows Model The Communicative Constitution of Organizations is an excellent textbook for upper level undergraduate and graduate courses on Organizational Communication Structuration Theory Organizational Communication Management Organizational Studies and Public Administration as well as an invaluable reference work for researchers and practitioners in the field *The SAGE Handbook of Qualitative Business and Management Research Methods* Catherine Cassell, Ann L Cunliffe, Gina Grandy, 2021-08-04 The SAGE Handbook of Qualitative Business and Management Research Methods provides a state of the art overview of qualitative research methods in the business and management field The Handbook celebrates the diversity of the field by drawing from a wide range of traditions and by bringing together a number of leading international researchers engaged in studying a variety of topics through multiple qualitative methods The chapters address the philosophical underpinnings of particular approaches to research contemporary illustrations references and practical guidelines for their use The two volumes therefore provide a useful resource for Ph D students and early career researchers interested in developing and expanding their knowledge and practice of qualitative research In covering established and emerging methods it also provides an invaluable source of information for faculty teaching qualitative research methods The contents of the Handbook are arranged into two volumes covering seven key themes Volume One History and Tradition Part One Influential Traditions underpinning qualitative research positivism interpretivism pragmatism constructionism critical poststructuralism hermeneutics postcolonialism critical realism mixed methods grounded theory feminist and indigenous approaches Part Two Research Designs ethnography field research action research case studies process and practice methodologies Part Three The Researcher positionality reflexivity ethics gender and intersectionality writing from the body and achieving critical distance Part Four Challenges research design access and departure choosing participants research across boundaries writing for different audiences ethics in international research digital ethics and publishing qualitative research Volume Two Methods and Challenges Part One Contemporary methods interviews archival analysis autoethnography rhetoric historical stories and narratives discourse analysis group methods sociomateriality fiction metaphors dramaturgy diary shadowing and thematic analysis Part Two Visual methods photographs drawing video web images semiotics and symbols collages documentaries Part Three Methodological developments aesthetics and smell fuzzy set comparative analysis sewing quilts netnography ethnomusicality software ANTI history emotion and pattern matching

The Agency of Organizing Boris H. J. M. Brummans, 2017-09-13 Winner of the 2018 Outstanding Edited Book Award from the Organizational Communication Division of the National Communication Association The Agency of Organizing

explains why the notion of agency is central to understanding what organizations are how they come into existence continue to exist or fade away and how they function Written by leading organizational communication scholars the chapters in this edited volume present seven different theoretical perspectives on agency in the dynamics of organizing Authors discuss how they conceptualize agency from their own perspective and how they propose to investigate agency empirically in processes of organizing by using specific methods Through insightful case studies they demonstrate the value of these perspectives for organizational research and practice

Future Directions of Strategic Communication Howard Nothhaft, Kelly Page Werder, Dejan Verčič, Ansgar Zerfass, 2020-05-21 This book examines the state of strategic communication as a discipline and how it has emerged as a unique area of scholarship in the beginning of the 21st century Strategic communication encompasses all communication that is substantial for the survival and sustained success of entities like corporations governments non profits social movements and celebrities A major aspect of the field is the purposeful use of communication by an organization to engage in conversations of strategic significance to its goals The contributions in this book provide unique insights make compelling arguments and highlight promising areas of scholarship in strategic communication Presented in four parts the chapters explore the emergence of strategic communication its conceptual foundations its expanding body of knowledge and the foundation for further development and new directions in the field Of interest to those studying communication from the perspectives of communication science management theory organizational studies or business administration this volume will also be useful for readers who are new to strategic communication and who are interested in the field for its new avenues of research This book was originally published as a special issue of the International Journal of Strategic Communication

The SAGE Handbook of Leadership Doris Schedlitzki, Magnus Larsson, Brigid Carroll, Michelle C. Bligh, Olga Epitropaki, 2023-02-01 The Second Edition of The SAGE Handbook of Leadership provides not only an in depth overview the current field of leadership studies but also a map into the future debates innovations and priorities of where the field will move to Featuring all new chapters from a global community of leading and emerging scholars each chapter offers a comprehensive critical overview of an aspect of leadership a discussion of key debates and research and a review of the emerging issues in its area Featuring an innovative structure divided by prepositions this brand new edition moves away from essentializing boundaries and instead seeks to create synergies between different schools of leadership A key feature of the second edition is the attention to sensemaking exploring the current themes structures and ideas that comprise each topic and sensebreaking disrupting critiquing and refreshing each topic Suitable for students and researchers alike this second edition is a critical site of reference for the study of leadership

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Management Communication François Cooren, Peter Stücheli-Herlach, 2021-08-23 Management communication encompasses a wide range of practices that define modern organizations. Those practices are in many respects constituted, formed and contextualized by the use of language. This handbook traces the theoretical modelling of these practices by contemporary research. It explores their linguistic features and performance in specific situations of value creation and in various modes. It is a companion for students and scholars of applied linguistics and organizational communication as well as management and strategy research.

Public Relations and Social Theory Øyvind Ihlen, Magnus Fredriksson, 2018-04-17 Public Relations and Social Theory: Key Figures, Concepts and Developments broadens the theoretical scope of public relations studies by applying the work of a group of prominent social theorists to make sense of the practice. The volume focuses on the work of key social theorists including Max Weber, Karl Marx, John Dewey, Jürgen Habermas, Niklas Luhmann, Michel Foucault, Ulrich Beck, Pierre Bourdieu, Anthony Giddens, Robert Putnam, Erving Goffman, Peter L. Berger, Gayatri Chakravorty Spivak, Bruno Latour, Dorothy Smith, Zygmunt Bauman, Harrison White, John W. Meyer, Luc Boltanski and Chantal Mouffe. Each chapter is devoted to an individual theorist, providing an overview of that theorist's key concepts and contributions and exploring how these can be applied to public relations as a practice. Each chapter also includes a box giving a short and concise presentation of the theorist along with a recommendation of key works and secondary literature.

The Handbook of Communication Engagement Kim A. Johnston, Maureen Taylor, 2018-04-25 A comprehensive volume that offers the most current thinking on the practice and theory of engagement. With contributions from an international panel of leaders representing diverse academic and professional fields, *The Handbook of Communication Engagement* brings together in one volume writings on both the theory and practice of engagement in today's organizations and societies. The expert contributors explore the philosophical, theoretical and applied concepts of communication engagement as it pertains to building interaction and connections in a globalized, networked society. *The Handbook of Communication Engagement* is comprehensive in scope with case studies of engagement from various disciplines including public relations, marketing, advertising, employee relations, education, public diplomacy and politics. The authors advance the current thinking in engagement theory, strategy and practice and provide a review of foundational and emerging research in engagement topics. *The Handbook of Communication Engagement* is an important text that provides an overview of the foundations and philosophies of engagement. It identifies the contexts of engagement relating to specific areas across government and corporations including CSR, consumer activism, diplomacy, digital and social impact. It includes examples of contemporary engagement practice, presents applications of engagement and technology, offers insights on the future directions of engagement. *The Handbook of Communication Engagement* offers an essential reference for advanced undergraduate, graduate students, practitioners and scholars from communication, media, advertising, public relations, public policy and public diplomacy areas. The volume contains a compendium of the writings on the most recent advances on the theory and practice of engagement. Winner of the 2018

PRIDE Award for Innovation Development and Educational Achievement from the Public Relations Division of the National Communication Association The International Encyclopedia of Communication Theory and Philosophy, 4 Volume Set
Klaus Bruhn Jensen, Robert T. Craig, Jefferson D. Pooley, Eric W. Rothenbuhler, 2016-10-31 The International Encyclopedia of Communication Theory and Philosophy is the definitive single source reference work on the subject with state of the art and in depth scholarly reflection on key issues from leading international experts It is available both online and in print A state of the art and in depth scholarly reflection on the key issues raised by communication covering the history systematics and practical potential of communication theory Articles by leading experts offer an unprecedented level of accuracy and balance Provides comprehensive clear entries which are both cross national and cross disciplinary in nature The Encyclopedia presents a truly international perspective with authors and positions representing not just Europe and North America but also Latin America and Asia Published both online and in print Part of The Wiley Blackwell ICA International Encyclopedias of Communication series published in conjunction with the International Communication Association Online version available at www.wileyicaencyclopedia.com

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