
The
**UNCONSCIOUS
LIFE OF
ORGANIZATIONS**

*Interpreting
Organizational
Identity*

MICHAEL A. DIAMOND

The Unconscious Life Of Organizations Interpreting Organizational Identity

Kathleen Armour



The Unconscious Life Of Organizations Interpreting Organizational Identity:

The Unconscious Life of Organizations Michael A. Diamond, 1993-06-30 This book offers a contemporary psychodynamic view of organizational life Michael Diamond stresses the unconscious dimensions of hierarchic and other work relationships in organizations From these relationships he argues come not only organizational cultures but also organizational identities The book transcends the common technical rational approach to organizational behavior by isolating and then analyzing the nonrational side of organizational experience Diamond illustrates how different characteristics of organizational life emerge from the dynamics of shared and projected emotions between leaders and followers managers and subordinates and among workers The author suggests that these complementary unconscious feelings anchor the definition of organizational membership in interpersonal relationships at work The result is what he calls the emotionally grounded structure of organizations the organizational identity What distinguishes this book from other psychodynamic approaches to organizations are the following 1 an up to date synthesis of object relations self psychology and interpersonal psychoanalysis based primarily but not exclusively on the work of Melanie Klein Donald Winnicott Heinz Kohut and Harry Stack Sullivan 2 a discussion of psychoanalytic organization theory and the application of psychodynamic concepts in organizational behavior 3 a psychodynamic critique of organizational culture the structure of values and rituals at work and the introduction of the structure of organizational emotions what the author calls organizational identity 4 a psychoanalytic explanation and typology of regressive behavior in work groups 5 a discussion and illustration of the role of language and communication in organizational consulting and 6 a variety of case studies drawn from over ten years of organizational research and consulting Finally this book offers the organizational theorist and consultant a variety of psychodynamic tools to apply in understanding and positively changing organizations This book will be of interest to organizational development consultants human resource professionals organizational theorists and researchers organizational psychologists and psychodynamically oriented social and behavioral scientists and psychologically informed managers and executives The Individual and the Organization Gert Graversen, Jan A. Johansson, 1998-09-21 First Published in 1998 Routledge is an imprint of Taylor Francis an informa company The SAGE Handbook of Organizational Behavior Julian Barling, Stewart R Clegg, Cary L Cooper, 2008-12-19 The Sage Handbook of Organizational Behaviour is a fine addition to past works of reference in the field edited by two prominent scholars who are internationally known Its approach is both critical and original in many incisive ways aspiring to a cutting edge coverage of the core and periphery of OB Many of the chapter authors stick their necks out and avoid the more obvious conventional expositions of their topic It covers a wide range of topics of potential use to both undergraduate and postgraduate students of the subject as well as academics researchers and practitioners It will be of particular interest to those on MBA and DBA courses It can be strongly recommended as an essential faculty library purchase as well as a useful tool for individuals interested in having such a guide to the subject at hand Professor Malcolm Warner

Emeritus Fellow Wolfson College and Judge Business School University of Cambridge This important new Handbook brings together for the first time a collection of major contributions on macro organizational behaviour This area of study is concerned with the ways in which the people who inhabit organizations make sense of their situations contributing to the distinctive character of those organizations through their actions and struggles The conventional literature artificially divided between micro organizational behaviour and organization theory has under explored this obvious conjunction between people and organizations Stewart Clegg and Cary Cooper perform a great service in helping to make good the deficiency John Child Professor of Commerce Birmingham Business School Thorough and comprehensive Thoughtful critique and new insights Chris Argyris James B Conant Professor Emeritus Harvard University In this second volume of The SAGE Handbook of Organizational Behavior the focus is on macro organizational behavior revealing ways in which the person and group affect the organization Chapters are written by eminent and upcoming scholars in the field each presenting on the major issues in organizational behavior as seen with a macro lens The Handbook is divided into three parts the first introducing and framing the field the second part considering the various organizational processes involved including learning teamwork identity and power among others while finally Part Three introduces organizing on a macro scale covering topics such as organizational change design governance and globalization The SAGE Handbook of Organizational Behavior Macro Approaches is an essential resource for researchers and students across management and organization studies

The Wiley-Blackwell Handbook of the Psychology of Leadership, Change, and Organizational Development H. Skipton Leonard, Rachel Lewis, Arthur M. Freedman, Jonathan Passmore, 2016-09-06 A state of the art reference drawing on key contemporary research to provide an in depth international and competencies based approach to the psychology of leadership change and OD Puts cutting edge evidence at the fingertips of organizational psychology practitioners who need it most but who do not always have the time or resources to keep up with scholarly research Thematic chapters cover leadership and employee well being organizational creativity and innovation positive psychology and Appreciative Inquiry and leadership culture fit Contributors include David Cooperrider Manfred Kets de Vries Emma Donaldson Feilder Staale Einarsen David Day Beverley Alimo Metcalfe Michael Chaskalson and Bernard Burnes

The Routledge Companion to Philosophy in Organization Studies Raza Mir, Hugh Willmott, Michelle Greenwood, 2015-11-06 The Routledge Companion to Philosophy in Organization Studies provides a wide ranging overview of the significance of philosophy in organizations The volume brings together a veritable who's who of scholars that are acclaimed international experts in their specialist subject within organizational studies and philosophy The contributions to this collection are grouped into three distinct sections Foundations exploring philosophical building blocks with which organizational researchers need to become familiar Theories representing some of the dominant traditions in organizational studies and how they are dealt with philosophically Topics examining the issues themes and topics relevant to understanding how philosophy infuses organization studies Primarily

aimed at students and academics associated with business schools and organizational research The Routledge Companion to Philosophy in Organization Studies is a valuable reference source for anyone engaged in this field **The Management of Wicked Problems in Health and Social Care** Will Thomas,Anneli Hujala,Sanna Laulainen,Robert McMurray,2018-09-19 At a time of growing pressure on health and social care services this book draws together contributions which highlight contemporary challenges for their management Providing a range of contributions that draw on a Critical Management Studies perspective the book raises macro level concerns with theory demographics and economics on the one hand as well as micro level challenges of leadership voice and engagement on the other Rather than being an attempt to define the wickedness of problems in this field this book provides new insights designed to be of interest and value to researchers students and managers Contributions from international researchers explore four main topics identifying contemporary challenges in health and social care managing leading and following listening to silent voices in delivering change and new methodologies for understanding care challenges The concerns discussed in this volume are wicked in so far as they are persistent pernicious and beyond the curative abilities of any single organisation or profession Such problems require collaboration but also new approaches to listening to those who suffer their effects This book demonstrates such listening through its engagement with policy makers leaders followers professions patients forgotten groups and silenced voices Moreover it considers how future research might be transformed so as to shine a more inclusive light on wicked problems and their amelioration This is a timely and engaging book that challenges you the reader to think again about how we should look at engage with and support all those involved in health and social care **Studying Organization** Stewart R Clegg,Cynthia Hardy,1999-04-29 In response to the needs of lecturers the acclaimed Handbook of Organization Studies has been made available as two major paperback textbooks In this the first of a two volume paperback edition of the landmark Handbook of Organization Studies editors Stewart Clegg and Cynthia Hardy survey the field of organization studies Studying Organization is an ideal textbook around which to build courses on organization theory and research methodology Central to the enterprise has been a concern to reflect and honour the manifest diversity of the field including recognition of the extent to which the very notion of a single field of organization studies is debated Part One locates the study of organization by reviewing some of the most significant theoretical paradigms to have shaped our understanding The second part reflects on the relationships between theory and research in organization studies *The Journal of Psychohistory* ,1995 **Employee Relations International** ,1994 **Journal of Vocational Behavior** ,1998 **California Management Review** ,1958 **American Book Publishing Record Cumulative 1993** R R Bowker Publishing,1994-03 Cited in BCL3 Sheehy and Walford Compiled from the 12 monthly issues of the ABPR this edition of the annual cumulation lists by Dewey sequence some 41 700 titles for books published or distributed in the US Entry information is derived from MARC II tapes and books submitted to R R Bowker an *"Here for Life"* Karen M. Edwards,1996 *Asia Pacific Journal of Quality Management*

,1993 **Fraud: The extent and causes of white collar crime** Michael Levi,1999 Graduate Programs in the Humanities, Arts and Social Sciences 2008 Peterson's Guides Staff,Peterson's,2007-11 The six volumes of Peterson's Annual Guides to Graduate Study the only annually updated reference work of its kind provide wide ranging information on the graduate and professional programs offered by accredited colleges and universities in the United States and U S territories and those in Canada Mexico Europe and Africa that are accredited by U S accrediting bodies Books 2 through 6 are divided into sections that contain one or more directories devoted to individual programs in a particular field Book 2 contains more than 12 500 programs of study in 152 disciplines of the humanities arts and social sciences Failed Child Welfare Policy Janet R. Hutchinson,Cecelia E. Sudia,2002-02-26 Based on several studies of family based practice this book critiques the existing child welfare programs analyzes the role of advocates and the discourses surrounding them and argues for a new system which would address the weaknesses of the current one It seeks mainly to explain the failures of family centered child welfare approaches and to find a means by which the effort could be salvaged Hutchinson teaches public administration at Virginia Commonwealth University Annotation copyrighted by Book News Inc Portland OR **Administration & Society**,1999 Legitimacy in Public Administration O. C. McSwite,1997-07-02 In this postmodern end of the century moment the question of what role public administration can legitimately play in a democratic society has deepened and taken on increased urgency At the same time the movement toward global marketization has gained enormous momentum traditional prejudices and racial and ethnic violence have appeared with a renewed virulence presenting unprecedented challenges to democratic governments Legitimacy in Public Administration reveals how the issue of administrative legitimacy is directly implicated indeed central to this broader issue It argues that legitimacy hinges at the generic level on the question of alterity how to regard and relate to different others This book reviews the history of the legitimacy issue in the literature of American public administration with the purpose of demonstrating that this discourse has been distorted by an underlying and undisclosed commitment to an elitist Man of Reason model of the public administrator's role Current attempts to reformulate administration to meet the challenge of new conditions will fail the author argues because they have not escaped the grip of this implicit distortion Legitimacy in Public Administration includes a challenging concluding chapter that uses insights from gender theory and demonstrates the connection between the legitimacy question and the critical problem of alterity The author also offers a new way to fundamentally reframe the legitimacy question so as not only to help the field of public administration resolve it but to show how this resolution can create a new understanding of the problem of racial and ethnic prejudice **International Directory of Business and Management Scholars and Research** Deanna LaValle,Claudia Bruce,1995 This two volume set contains over 4700 entries of biographical and bibliographical information on active business and management scholars and their current research Information is organized into over 20 categories including area of research publications language fluency and education

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