

Organization Studies Books

Spring/Summer

2012

Positive Design and Appreciative Construction: From Sustainable Development to Sustainable Value

Advances in Appreciative Inquiry Volume 3

Editors

Tojo Thatchenkery, George Mason University, USA

David Cooperrider, Case Western Reserve University, USA

Michel Avital, University of Amsterdam, The Netherlands

Synopsis

This volume is focused on sustainable value which has become a widespread aspiration in all walks of life. By taking a generative approach and by building on positive design principles inherent in the appreciative inquiry methodology, it proposes moving from sustainable development to sustainable value. Chapters focus on three thematic areas for sustainable value: positive design, appreciative intelligence and social innovation, and social entrepreneurship. Contributions respond to questions such as: How can the design approach help enhance the sustainable value over profit value? And what needs to happen to create a vibrant community of practice among design practitioners, scientists, business and political leaders? Case studies show that by reframing global problems with an appreciative lens, organizations of all sorts can indeed create social innovation and even establish a business case for sustainable value. It provides lessons learned from high impact social entrepreneurship and conceptualizes how this nascent movement with unbridled potential may contribute to the radical shift necessary for moving from sustainable development to sustainable value.

Previous Volumes

Volume 2 ISBN: 9780762312870

Designing Information and Organizations with a Positive Lens

Volume 1 ISBN: 9780762308927

Constructive Discourse and Human Organization

 Emerald Books

Advances in Appreciative Inquiry
Volume 3

Positive Design and
Appreciative
Construction: From
Sustainable
Development to
Sustainable Value

Tojo Thatchenkery
David Cooperrider
Michel Avital
Editors



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SRS

Innovation Through Collaboration

Advances in Interdisciplinary Studies of Work Teams Volume 12

Editors

Michael M. Bayerlein, University of North Texas, TX, USA

Susan T. Bayerlein, University of North Texas, TX, USA

Frances Kennedy, Clemson University, SC, USA

Synopsis

Innovation has become one of the primary core competencies of effective organizations. This volume includes chapters that explore a variety of methods and settings that show how collaboration can be utilized to enable and enhance innovation. It also discusses the importance of collaborative environments to improve innovation.

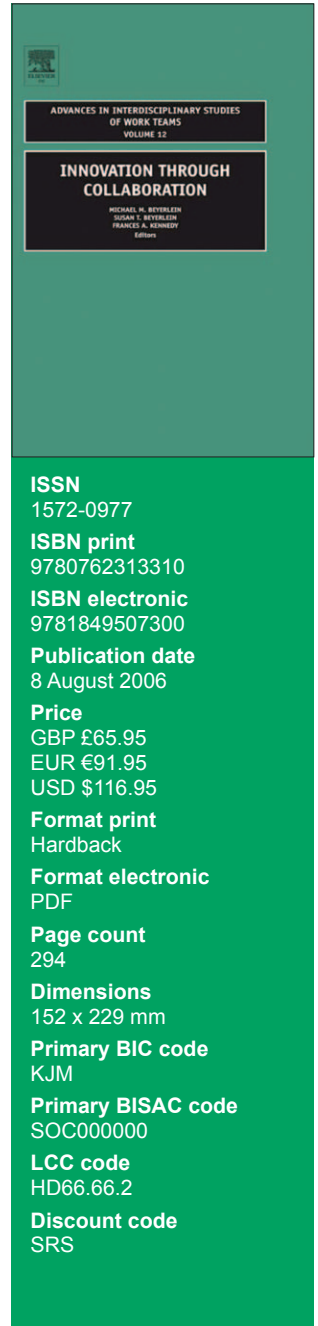
Previous Volumes

Volume 11 ISBN: 9780762312221

Collaborative Capital: Creating Intangible Value

Volume 10 ISBN: 9780762311323

Complex Collaboration: Building the Capabilities for Working Across Boundaries



Organizing for Sustainability

Organizing for Sustainable Effectiveness Volume 1

Editors

Susan Albers Mohrman, Marshall School of Business,
University of Southern California, USA

A.B. (Rami) Shani, California Polytechnic University, USA

Synopsis

A large literature has been generated about sustainability, and many organizations, governments, communities, and citizens have focused on it. Yet, given how quickly the limits of the current models of the global economy are being approached, we must accelerate the rate at which we learn to operate differently. In this first volume of the Emerald series Organizing for Sustainable Effectiveness, our goal is to learn from some of the pioneers articulating these challenges and organizing to address them. There is an urgent need to grow the knowledge bases to guide the transition. For this reason, each chapter in this volume is crafted to bring together the knowledge of practice and theory. The chapters are based on rich empirical data about particular cases in which organizations are, individually or collectively, working to build a more sustainable future. The authors of these chapters also bring theoretical knowledge to bear on these case examples. In so doing, they test the applicability of the formal knowledge base about management and organizations, while refining, modifying, and extending it to increase its usefulness in addressing the challenges of organizing for sustainable effectiveness. By combining knowledge from multiple stakeholders and multiple disciplines, it is the intention of the authors in this book to contribute to the broader learning discourse through which practical organizing solutions are designed and research-based guidance is provided.

 Emerald Books

Organizing for Sustainable Effectiveness
Volume 1

Organizing for Sustainability

Susan Albers Mohrman
Abraham B. (Rami) Shani
Editors



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SRS

Qualitative Research in the Study of Leadership

Author

Karin Klenke

Synopsis

Although an increasingly growing number of books on qualitative research methods are currently available, there is not a text that examines the use of qualitative research methods in the context of the study of leadership, which has produced a voluminous body of research. This book is intended to fill this void. It discusses the use of qualitative research methods in leadership studies beginning with an examination of the paradigmatic assumptions underlying qualitative research. The book chronicles the gradually increasing legitimacy of qualitative inquiry in a discipline in which the hegemony of the quantitative paradigm continues to prevail. A variety of qualitative methods are presented that can be placed on a continuum ranging from purely qualitative (e.g. phenomenology, ethnography, grounded theory) to highly quantitative (e.g. certain forms of content analysis, historiometry and mixed methods designs). The book also includes a chapter on the use nontextual, image-based sources of data for qualitative leadership research. For each of the qualitative methods discussed, empirical leadership research illustrating the application of these methods is reviewed and analyzed. The book is intended for students of leadership, ranging from graduate students to seasoned leadership scholars. Finally, it was written with leadership practitioners in mind who wish to broaden their understanding of new developments in leadership research.



Multi-level Issues in Organizational Behavior and Leadership

Research in Multi-level Issues Volume 8

Editors

Francis J. Yammarino, State University of New York,
Binghamton, NY, USA

Fred Danserau, State University of New York, Binghamton,
NY, USA

Synopsis

Multi-Level Issues in Organizational Behavior and Leadership is Volume 8 of *Research in Multi-Level Issues*, an annual series that provides an outlet for the discussion of multi-level problems and solutions across a variety of fields of study. Similar to Volumes 1 through 7, this volume contains five major essays with commentaries and rebuttals that cover a range of topics, but in the realms of organizational behavior and leadership. In particular, the five "critical essays" offer extensive literature reviews, new model developments, methodological advancements, and some data for the study of organizational behavior, outstanding leadership, leadership and social relations, leadership simulation, and envirosapes. While each of the major essays, and its associated commentaries and rebuttals, is unique in orientation, all of the essays share a common bond in raising and addressing multi-level issues or discussing problems and solutions that involve multiple levels of analysis in organizational behavior and leadership.

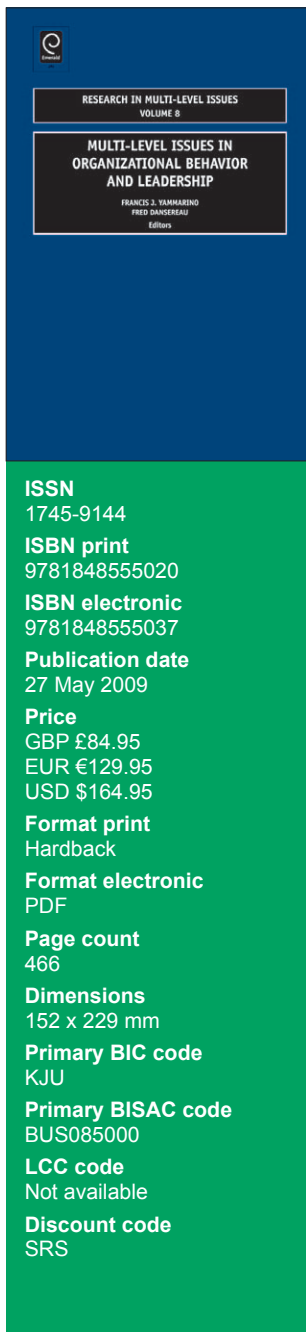
Previous Volumes

Volume 7 ISBN: 9780762314768

Multi-level Issues in Creativity and Innovation

Volume 6 ISBN: 9780762314348

Multi-level Issues in Organizations and Time



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SRS

Research in Organizational Change and Development

Research in Organizational Change and Development Volume 20

Editors

Abraham B. (Rami) Shani, California Polytechnic State University, USA

Richard W. Woodman, Texas A&M University, USA

William A. Pasmore, Teachers College, Columbia University, USA

Synopsis

For 25 years Research in Organization Change and Development has provided a special platform for scholars and practitioners to share new research-based insights. Volume 20 continues the tradition of providing insightful and thought provoking chapters. Some papers bring new perspectives to classic issues in the field, such as survey feedback, learning and change leadership. Others explore new territories, such as the role of computer mediated communication and its impact on organizational change and development, action learning and the role that it can play in the development of scholar-practitioners, the creation of actionable knowledge about organization development and change, and the role that ODC knowledge can play in assisting organizations to succeed within the new paradigm of sustainable value creation. Together, these chapters make an especially timely and intriguing collection. It represents a unique blend of theory and practice, intervention and research, revisiting traditional practices and introducing emerging new ones, providing multidisciplinary perspectives on current issues in the field and even a proposed new paradigm for organization development and change.

Previous volumes

Volume 19 ISBN: 9781780520223
Research in Organizational Change and Development

Volume 18 ISBN: 9780857241917
Research in Organizational Change and Development



Research in
Organizational Change
and Development



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SRS

Reinventing hierarchy and bureaucracy – from the bureau to network organizations

Research in the Sociology of Organizations Volume 35

Editors

Thomas Diefenbach, Ritsumeikan Asia Pacific University (APU), Japan

Rune Todnem By, Staffordshire University, UK

Synopsis

This special volume brings together leading scholars in the field of organisation studies to reflect on the universal phenomena of hierarchy (vertical organisation of tasks) and bureaucracy (rule-bound execution of tasks). The result is a colourful kaleidoscope of thought-provoking, critical and refreshingly non-mainstream analysis of hierarchy and bureaucracy. The chapters range from minute accounts of a single case to broader historical analysis, from the “classical” journal paper to essay-style elaborations. The first section provides fundamentals and historical accounts of bureaucracy, highlighting negative and positive effects of bureaucracy and a differentiated picture with some future outlook. The second section focuses on the analysis of organisational, cultural and socio-psychological aspects of hierarchy and bureaucracy by interrogating hierarchy in contemporary work via a new framework, exploring the cultural fantasy of hierarchy and sovereignty, and examining subordinates’ challenges to organisational hierarchy. The final section comprises two chapters which provide some alternative views on, and alternatives to, hierarchy. One is alarming, the other is puzzling.

Previous volumes

Volume 34 ISBN: 9781780526645

Rethinking Power in Organizations, Institutions, and Markets

Volume 33 ISBN: 9781780522845

Communities and Organizations

 Emerald Books

Research in the Sociology of Organizations
Volume 35

Reinventing Hierarchy and Bureaucracy: From the Bureau to Network Organizations

Thomas Diefenbach
Rune Todnem By
Editors



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SRS

Rethinking Power in Organizations, Institutions, and Markets

Research in the Sociology of Organizations Volume 34

Editors

David Courpasson, EM Lyon, France

Damon Golsorkhi, ESC Rouen, France

Jeffrey Sallaz, University of Arizona, USA

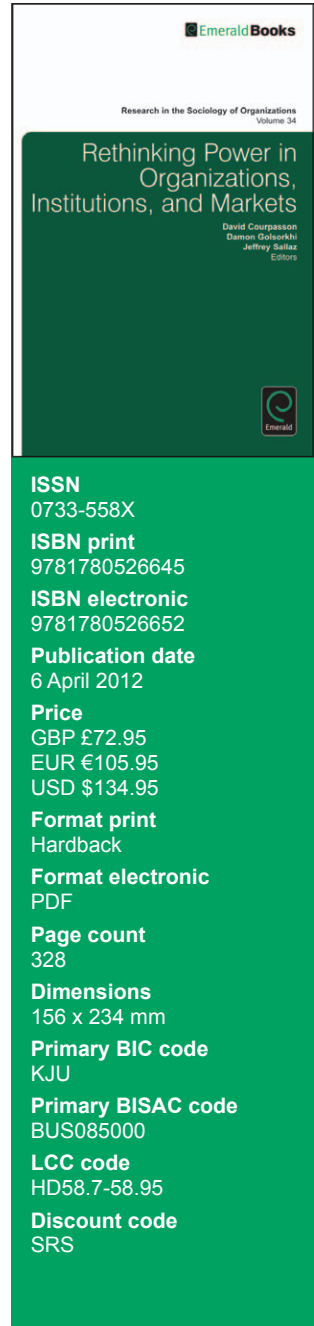
Synopsis

Organizations are central actors of modern society. No understanding of our world is complete without a theory of how they work. This insight is grounded in the foundational texts of classical social theory, and it remains as true as ever today. Be they multinational corporations or start-up firms, established political parties or insurgent social movements, successful organizations must engage in power-projects. Such is the overarching argument of this volume, a collection of papers by many of the world's leading social scientists and organizational scholars. Many contributions analyze empirical data to generate cutting-edge arguments about the actual working of organizations, institutions, and markets. Other papers represent original theoretical arguments that propose new ways to see and study power. Topics addressed include the nature of post-bureaucratic (polyarchic) organizations, strategic action within fields, identity and contentious politics, and emergent forms of resistance. Collectively, the papers that comprise this volume set a fresh agenda for the study of power in and across organizations and institutions.

Previous volumes

Volume 33 ISBN: 9781780522845
Communities and Institutional Innovation

Volume 32 ISBN: 9780857245953
Philosophy and Organization Theory



Emerald Books

Research in the Sociology of Organizations
Volume 34

Rethinking Power in Organizations, Institutions, and Markets

David Courpasson
Damon Golsorkhi
Jeffrey Sallaz
Editors



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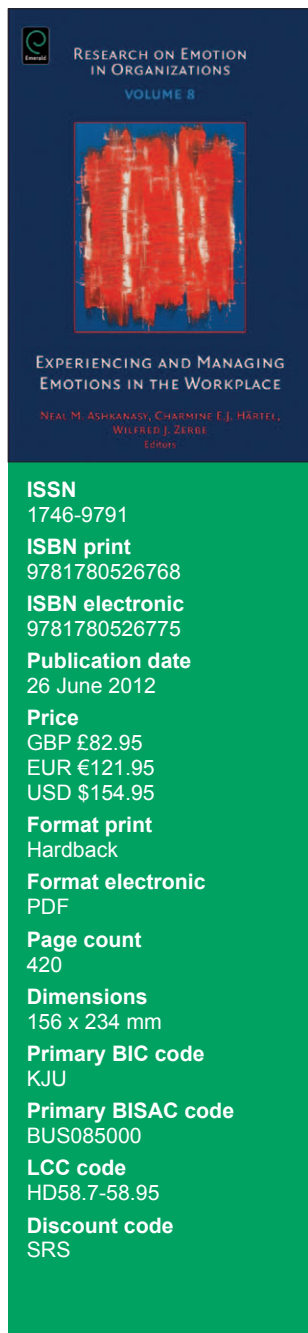
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SRS



Experiencing and Managing Emotions in the Workplace

Research on Emotion in Organizations Volume 8

Editors

Neal M. Ashkanasy, University of Queensland, Australia
Charmine E.J. Härtel, University of Queensland, Australia
Wilfred J. Zerbe, Memorial University of Newfoundland, Canada

Synopsis

This volume contains a further selection of the best papers presented at the Seventh Emonet conference (Montreal, Canada, August 2010), following on from Volume 7 and augmented once again with invited chapters authored by leading scholars in the field. *Experiencing and managing emotions in the workplace* comprises 14 chapters arranged in four sections: The experience of emotion; The dynamics of emotion; Regulating emotion; and The emotionally intelligent organization. These encompass a variety of methodological approaches, including qualitative and quantitative research, sourced from research conducted in organizations in the USA, Europe and Australasia. The volume's secondary theme is "care and compassion", the theme of the Academy of Management meetings that followed the Emonet conference in Montreal. In effect, organizations that understand their members' emotions and utilize this information in their management practices become "emotionally intelligent" and capable of showing care and compassion to all stakeholders. The chapters in this book provide a rich and varied coverage of the latest developments in the study of the role of emotions in organizational settings.

Previous volumes

Volume 7 ISBN: 9781780522081
What Have We Learned? Ten Years On

Volume 6 ISBN: 9780857241771
Emotions and Organizational Dynamism

Voice and Silence in Organizations

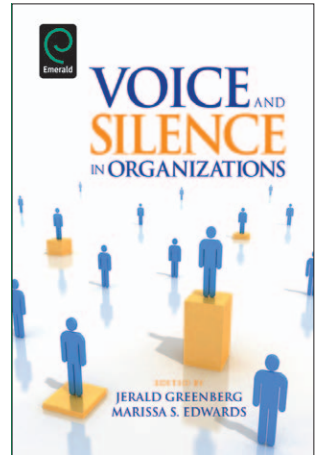
Editors

Jerald Greenberg, Ohio State University, OH, USA

Marissa S. Edwards, University of Queensland, Brisbane, Australia

Synopsis

Among the most fundamental decisions made by people in the workplace involves whether or not to express their ideas and concerns – or even if it is possible to do so. 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? Moving beyond the extreme actions of whistle-blowers, questions about having voice (can I speak?), exercising voice (do I speak?), the content of voice (what do I say?), and presumed reactions to voice (how will others respond to what I say?) are ubiquitous ones that frame the everyday behavior of people in organizations. *Voice and Silence in Organizations* is a collection of 12 original essays that address these and related issues from a wide variety of scholarly perspectives. This work comprises chapters by highly regarded psychologists, sociologists and management scholars from around the world, offering new conceptual insights and empirical findings that promise to become valuable contributions to this burgeoning area. As the first book of its kind on this topic, *Voice and Silence in Organizations* is poised to become a classic.



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7 January 2009

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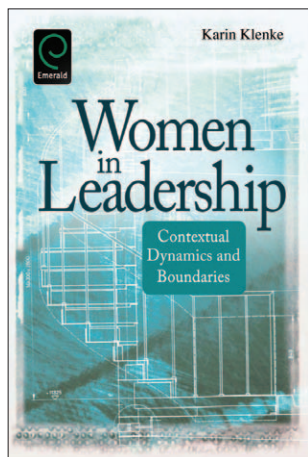
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Discount code

REF

Women in Leadership: Contextual Dynamics and Boundaries

Author**Karin Klenke**, University of Maryland Eastern Shore, USA**Synopsis**

The purpose of this book is to analyze women's leadership in a number of different contexts that provide significantly different settings, demands and opportunities for women to lead. In 1996 few leadership researchers paid attention to the role and importance of context in leadership. However, in the intervening decade, scholars and practitioners alike have become sensitive to the importance of context, have identified specific leadership contexts such as organizations in crises or at the edge of chaos, and have called for contextual theories of leadership acknowledging that leadership is always embedded in context.

Conceptualizing leadership with respect to specific contexts is critically important because women leaders have been successful in certain contexts such as corporations and to some extent political systems while continuing to lag in others, such as science and engineering. Each of the contexts examined in this book offers a new and critically important perspective on women leaders.

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