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 Identity Issues in Groups
 Building a Theoretical and Research Foundation
 Using a Positive Lens to Explore Social Change and Organizations
 The Oxford Handbook of Organizational Paradox

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AMARIS DEREK

Graduate Programs in Business, Education, Information Studies, Law & Social Work 2015 (Grad 6) Routledge

Why can some organizations innovate time and again, while most cannot? You might think the key to innovation is attracting exceptional creative talent. Or making the right investments. Or breaking down organizational silos. All of these things may help—but there's only one way to ensure sustained innovation: you need to lead it—and with a special kind of leadership. Collective Genius shows you how. Preeminent leadership scholar Linda Hill, along with former Pixar tech wizard Greg Brandeau, MIT researcher Emily Truelove, and Being the Boss coauthor Kent Lineback, found among leaders a widely shared, and mistaken, assumption: that a "good" leader in all other respects would also be an effective leader of innovation. The truth is, leading innovation takes a distinctive kind of leadership, one that unleashes and harnesses the "collective genius" of the people in the organization. Using vivid stories of individual leaders at

companies like Volkswagen, Google, eBay, and Pfizer, as well as nonprofits and international government agencies, the authors show how successful leaders of innovation don't create a vision and try to make innovation happen themselves. Rather, they create and sustain a culture where innovation is allowed to happen again and again—an environment where people are both willing and able to do the hard work that innovative problem solving requires. Collective Genius will not only inspire you; it will give you the concrete, practical guidance you need to build innovation into the fabric of your business.

Peterson's Graduate Programs in Business, Education, Health, Information Studies, Law & Social Work 2012

Harvard Business Press

This fifth volume of "Research on Managing Groups and Teams" focuses on the relationship between identity issues and individual and group functioning. It looks at a range of phenomena involving the individual identities people bring to the groups they join and collective identities.

Building a Theoretical and Research Foundation Harvard Business Press

This comprehensive text provides a detailed review and analysis of the building-block theories in the macro-organizational behavior field. John Miner has identified the key theories that any student or scholar needs to understand to be considered literate in the discipline. Each chapter includes the background of the theorist represented, the context in which the theory arose, the initial and subsequent theoretical statements, research on the theory by the theory's author and others (including meta-analysis and reviews), and practical applications. Special features, including boxed summaries of each theory at the beginning of each chapter; two introductory chapters on the scientific method and the development of knowledge; and detailed, comprehensive references, help make this text especially useful for every student and scholar in the field.

The Dynamics of Taking Charge Psychology Press

The notion of paradox dates back to ancient philosophy, yet only recently have scholars started to explore this idea in organizational phenomena. Two decades ago, a handful of provocative theorists urged researchers to take seriously the study of paradox, and thereby deepen our understanding of plurality, tensions, and contradictions in organizational life.

Studies of organizational paradox have grown exponentially over the past two decades, canvassing varied phenomena, methods, and levels of analysis. These studies have explored such tensions as today and tomorrow, global integration and local distinctions, collaboration and competition, self and others, mission and markets. Yet even with both the depth and breadth of interest in organizational paradoxes, key issues around definitions and application remain. This handbook seeks to aid, engage, and fuel the expanding interest in organizational paradox. Contributions to this volume depict how paradox studies inform, and are informed, by other theoretical perspectives, while creating a resource that enables scholars to learn about and apply this lens across varied organizational phenomena. The increasing complexity, volatility, and ambiguity in our world continually surfaces paradoxical dynamics. Thus, this handbook offers insights to scholars across organizational theory.

Career Imprints Harvard Business Press

As scientists toil in the fields of their disciplines, they rarely enjoy opportunities to step back from their work and evaluate where their efforts have taken them. Assessing a field's scientific progress, however, is critical if it is to have any hope of making meaningful advances. The time has come for a systematic self-examination of the state of the field of organizational behavior. Where has it been? Where is it now? And where is it going? The present book poses these questions to raise the self-consciousness of organizational scholars, causing them to question the field's values and its worth as a scientific and practical endeavor. Such a critical self-assessment of the state of organizational behavior is absolutely essential if the field is to prosper and make meaningful advances to behavioral science and to the welfare of individuals and society. This volume is a collection of essays by the field's most highly regarded scholars--experts who have contributed widely to the field, and who were invited to share their thoughts about its past, present, and future. By presenting their ideas about the state of organizational behavior, the discipline as a whole is invited to engage in critical self-reflection. No other book serves this function.

How to Build Teams that Lead, Innovate, and Succeed Harvard Business Press

Teaming to Innovate John Wiley & Sons

Time Smart Oxford University Press

Self-awareness is the bedrock of emotional intelligence that enables you to see your talents, shortcomings, and potential. But you won't be able to achieve true self-awareness with the usual

quarterly feedback and self-reflection alone. This book will teach you how to understand your thoughts and emotions, how to persuade your colleagues to share what they really think of you, and why self-awareness will spark more productive and rewarding relationships with your employees and bosses. This volume includes the work of: Daniel Goleman Robert Steven Kaplan Susan David HOW TO BE HUMAN AT WORK. The HBR Emotional Intelligence Series features smart, essential reading on the human side of professional life from the pages of Harvard Business Review. Each book in the series offers proven research showing how our emotions impact our work lives, practical advice for managing difficult people and situations, and inspiring essays on what it means to tend to our emotional well-being at work. Uplifting and practical, these books describe the social skills that are critical for ambitious professionals to master.

Leading Change Taylor & Francis

This edited volume brings together a select group of leading organizational scholars for the purpose of developing a foundation-setting book on positive relationships at work. Positive Relationships at Work (PRW) is a rich new interdisciplinary domain of inquiry that focuses on the generative processes, relational mechanisms and outcomes associated with positive relationships between people at work. This volume builds a solid foundation for this promising new area of scholarly inquiry and offers a multidisciplinary exploration of how relationships at work become a source of growth, vitality, learning and generative states of human and collective flourishing. A unique feature of the book is the use of a connecting commentator chapter at the end of each section. The Commentator Chapters, written by preeminent scholars, uncover and discuss integrative themes that emerge within sections. The editors approach the topic from multiple levels, each level providing critical, valuable insights into the dynamic process underlying positive relationships at work. These levels are arranged in five parts: an introduction to positive relationships at work; Individuals and Dyads; Groups and Communities; Organizations and Organizing; and a conclusion that offers an engaging invitation and multi-level map for guiding future research. This volume will appeal to academics and practitioners, as well as scholars and graduate students in organizational psychology, management, human resources, and inter-personal communications.

Organizational Change Routledge

Criticizes many common personnel management practices, and argues that policies such as job security and fair compensation result in greater profits in the long run

Dualities, Dialectics, and Paradoxes in Organizational Life Harvard Business Press

Projects are the engines that drive innovation from idea to commercialization. In fact, the number of projects in most organizations today is expanding while operations is shrinking. Yet, since many companies still focus on operational excellence and efficiency, most projects fail--largely because conventional project management concepts cannot adapt to a dynamic business environment. Moreover, top managers neglect their company's project activity, and line managers treat all their projects alike--as part of operations. Based on an unprecedented study of more than 600 projects in a variety of businesses and organizations around the globe, "Reinventing Project Management" provides a new and highly adaptive model for planning and managing projects to achieve superior business results.

Complex Organizations Teaming to Innovate

A Washington Post Bestseller Not all collaboration is smart. Make sure you do it right. Professional service firms face a serious challenge. Their clients increasingly need them to solve complex

problems—everything from regulatory compliance to cybersecurity, the kinds of problems that only teams of multidisciplinary experts can tackle. Yet most firms have carved up their highly specialized, professional experts into narrowly defined practice areas, and collaborating across these silos is often messy, risky, and expensive. Unless you know why you're collaborating and how to do it effectively, it may not be smart at all. That's especially true for partners who have built their reputations and client rosters independently, not by working with peers. In *Smart Collaboration*, Heidi K. Gardner shows that firms earn higher margins, inspire greater client loyalty, attract and retain the best talent, and gain a competitive edge when specialists collaborate across functional boundaries. Gardner, a former McKinsey consultant and Harvard Business School professor now lecturing at Harvard Law School, has spent over a decade conducting in-depth studies of numerous global professional service firms. Her research with clients and the empirical results of her studies demonstrate clearly and convincingly that collaboration pays, for both professionals and their firms. But Gardner also offers powerful prescriptions for how leaders can foster collaboration, move to higher-margin work, increase client satisfaction, improve lateral hiring, decrease enterprise risk, engage workers to contribute their utmost, break down silos, and boost their bottom line. With case studies and real-world insights, *Smart Collaboration* delivers an authoritative case for the value of collaboration to today's professionals, their firms, and their clients and shows you exactly how to achieve it.

Exploring Positive Relationships at Work Psychology Press
A Harvard Business School professor and leading expert in virtual and global work provides remote workers and leaders with the best practices necessary to perform at the highest levels in their organizations. The rapid and unprecedented changes brought on by Covid-19 have accelerated the transition to remote working, requiring the wholesale migration of nearly entire companies to virtual work in just weeks, leaving managers and employees scrambling to adjust. This massive transition has forced companies to rapidly advance their digital footprint, using cloud, storage, cybersecurity, and device tools to accommodate their new remote workforce. Experiencing the benefits of remote working—including nonexistent commute times, lower operational costs, and a larger pool of global job applicants—many companies, including Twitter and Google, plan to permanently incorporate remote days or give employees the option to work from home full-time. But virtual work has its challenges. Employees feel lost, isolated, out of sync, and out of sight. They want to know how to build trust, maintain connections without in-person interactions, and a proper work/life balance. Managers want to know how to lead virtually, how to keep their teams motivated, what digital tools they'll need, and how to keep employees productive. Providing compelling, evidence-based answers to these and other pressing issues, *Remote Work Revolution* is essential for navigating the enduring challenges teams and managers face. Filled with specific actionable steps, original illustrations and interactive tools, this timely book will help team members deliver results previously out of reach. Following Neeley's advice, employees will be able to break through routine norms to successfully use remote work to benefit themselves, their groups, and ultimately their organizations.

Organizational Behavior 3 Harvard Business Review Press
Every day, in every facet of our lives, opportunities to lead call out to us. At work and at home, in our local communities and in the global village, the chance to make a difference beckons. Yet often, we hesitate. For all its passion and promise, for all its excitement and rewards, leading is risky, dangerous work. Why? Because real leadership—the kind that surfaces conflict,

challenges long-held beliefs, and demands new ways of doing things—causes pain. And when people feel threatened, they take aim at the person pushing for change. As a result, leaders often get hurt both personally and professionally. In *Leadership on the Line*, renowned leadership authorities Ronald A. Heifetz and Marty Linsky marshal a half century of combined teaching and consulting experience to show that it is possible to put ourselves on the line, respond effectively to the risks, and live to celebrate our efforts. With compelling examples including the presidents of countries and the presidents of organizations, everyday managers and prominent activists, politicians and parents, the authors illustrate proven strategies for surviving and thriving amidst the dangers of leading: "Getting on the balcony": stepping back to get perspective while remaining fiercely engaged "Thinking politically": keeping the opposition close, but watching your allies, too "Orchestrating the conflict": using stress productively to work the issues "Giving the work back": putting the responsibility on those who need to make the change "Holding steady": maintaining your focus while taking the heat The authors also address often-neglected aspects of leadership, such as how to manage your personal vulnerabilities, and how to anchor yourself and sustain your spirit through tough times. Both uplifting and practical, this essential book enables each of us to lead courageously and confidently—without losing ourselves.

AUTHOR BIO: Ronald A. Heifetz and Marty Linsky are on the faculty at the John F. Kennedy School of Government at Harvard University. Heifetz is the author of *Leadership Without Easy Answers* and Co-director of the school's Center for Public Leadership. Linsky is Faculty Chair of many of the school's executive programs, including Senior Officials in State and Local Government and Leadership for the 21st Century.

The Diamond Approach To Successful Growth And Innovation John Wiley & Sons
The book offers important insight relevant to Corporate, Government and Global organizations management in general. The internationally recognized authors tackle vital issues in decision making, how organizational risk is managed, how can technological and organizational complexities interact, what are the impediments for effective learning and how large, medium, and small organizations can, and in fact must, increase their resilience. Managers, organizational consultants, expert professionals, and training specialists; particularly those in high risk organizations, may find the issues covered in the book relevant to their daily work and a potential catalyst for thought and action. A timely analysis of the Columbia disaster and the organizational lessons that can be learned from it. Includes contributions from those involved in the Investigation Board report into the incident. Tackles vital issues such as the role of time pressures and goal conflict in decision making, and the impediments for effective learning. Examines how organizational risk is managed and how technological and organizational complexities interact. Assesses how large, medium, and small organizations can, and in fact must, increase their resilience. Questions our eagerness to embrace new technologies, yet reluctance to accept the risks of innovation. Offers a step by step understanding of the complex factors that led to disaster.

The Organization, Implementation, and Practice of Sustainable Growth Dartmouth Publishing Company
The analysis of complex organizations was largely descriptive until the 1960s. Conceptual and methodological developments then led to comparative analyses of complex organizations. These were comparisons across organizations at that time and are now comparative on a cross-national basis. Just as the comparative analyses were getting up to full speed, analysts began to realize that they were not including a very important

element in their analyses. This element was the environment in which organizations were operating. Soon thereafter, other analysts began to point out that there were many activities carried out in and around organizations that were not based on strict rational models and that organizations developed their own systems of meanings. The dominant thrust at present is to try to develop theoretical explanations which work in combination with each other. This book traces these developments with the major articles of the times.

Organization at the Limit John Wiley & Sons

There's an 80 percent chance you're poor. Time poor, that is. Four out of five adults report feeling that they have too much to do and not enough time to do it. These time-poor people experience less joy each day. They laugh less. They are less healthy, less productive, and more likely to divorce. In one study, time stress produced a stronger negative effect on happiness than unemployment. How can we escape the time traps that make us feel this way and keep us from living our best lives? Time Smart is your playbook for taking back the time you lose to mindless tasks and unfulfilling chores. Author and Harvard Business School professor Ashley Whillans will give you proven strategies for improving your "time affluence." The techniques Whillans provides will free up seconds, minutes, and hours that, over the long term, become weeks and months that you can reinvest in positive, healthy activities. Time Smart doesn't stop at telling you what to do. It also shows you how to do it, helping you achieve the mindset shift that will make these activities part of your everyday regimen through assessments, checklists, and activities you can use right away. The strategies Whillans presents will help you make the shift to time-smart living and, in the process, build a happier, more fulfilling life.

HBR Guide to Collaborative Teams (HBR Guide Series)

Harvard Business Press

Offers advice on how to lead an organization into change, including establishing a sense of urgency, developing a vision

and strategy, and generating short-term wins.

CompetitiveEdge: A Guide to Business Programs 2013 Edward Elgar Publishing

The last twenty-five years have witnessed an explosion in the field of leadership education. This volume brings together leading international scholars across disciplines to chronicle the current state of leadership education and establish a solid foundation on which to grow the field. It encourages leadership educators to explore and communicate more clearly the theoretical underpinnings and conceptual assumptions on which their approaches are based. It provides a forum for the discussion of current issues and challenges in the field and examines the above objectives within the broader perspective of rapid changes in technology, organizational structure, and diversity.

An Action-Oriented Toolkit Routledge

Break down the barriers to effective collaboration. For cross-functional projects to work, you need to bring together diverse ideas and resources from across your organization. But office politics, conflicting objectives, and lack of clear authority can get in the way. The HBR Guide to Collaborative Teams provides practical tips and advice to help you collaborate more effectively. Whether you're leading your own direct reports or building a talented group from disparate parts of your organization, you'll discover how to align others' goals and skills so you can solve problems as a team and deliver great results. You'll learn to: Develop a shared purpose Bust departmental silos Lead employees who don't report to you Overcome conflict and turf wars Prevent collaborative overload and fatigue Use the right tools for virtual information sharing Arm yourself with the advice you need to succeed on the job, with the most trusted brand in business. Packed with how-to essentials from leading experts, the HBR Guides provide smart answers to your most pressing work challenges.

Smart Collaboration Harvard Business Press
Business.

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