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Kim S. Cameron, Robert E. Quinn

The Positive Organization Robert E. Ouinn, 2015-08-24 Beholden to accepted assumptions about people and organizations, too many enterprises waste human potential. Robert Quinn shows how to defy convention and create organizations where people feel fully engaged and continually rewarded, where both individually and collectively they flourish and exceed expectations. The problem is that leaders are following a negative and constraining "mental map" that insists organizations must be rigid, top-down hierarchies and that the people in them are driven mainly by self-interest and fear. But leaders can adopt a different mental map, one where organizations are networks of fluid, evolving relationships and where people are motivated by a desire to grow, learn, and serve a larger goal. Using dozens of memorable stories, Quinn describes specific actions leaders can take to facilitate the emergence of this organizational culture—helping people gain a sense of purpose, engage in authentic conversations, see new possibilities, and sacrifice for the common good. The book includes the Positive Organization Generator, a tool that provides 100 real-life practices from positive organizations and helps you reinvent them to fit your specific needs. With the POG you can identify and implement the practices that will have the greatest impact on your organization. At its heart, the book helps leaders to see new possibilities that lie within the acknowledged realities of organizational life. It provides five keys for learning to be bilingual--speaking the conventional language of business as well as the language of the positive organization. When leaders can do this, they are able to make real and lasting change.

Diagnosing and Changing Organizational Culture Kim S. Cameron, Robert E. Quinn, 2005-12-17 Diagnosing and Changing Organizational Culture provides a framework, a sense-making tool, a set of systematic steps, and a methodology for helping managers and their organizations carefully analyze and alter their

fundamental culture. Authors, Cameron and Quinn focus on the methods and mechanisms that are available to help managers and change agents transform the most fundamental elements of their organizations. The authors also provide instruments to help individuals guide the change process at the most basic level—culture. Diagnosing and Changing Organizational Culture offers a systematic strategy for internal or external change agents to facilitate foundational change that in turn makes it possible to support and supplement other kinds of change initiatives.

The Positive Organization: Breaking Free from Conventional Cultures, Constraints, and Beliefs (Large Print 16pt) Robert E. Quinn, 2015-08-24 Beholden to accepted assumptions about people and organizations, too many enterprises waste human potential. Robert Quinn shows how to defy convention and create organizations where people feel fully engaged and continually rewarded, where both individually and collectively they flourish and exceed expectations. The problem is that leaders are following a negative and constraining "mental map" that insists organizations must be rigid top - down hierarchies and that the people in them are driven mainly by selfinterest and fear. Quinn offers a more positive mental map and, using dozens of memorable stories, shows how leaders can facilitate the emergence of a more positive organizational culture by helping people gain a sense of purpose, engage in authentic conversations, see new possibilities, and sacrifice for the common good. The book includes the Positive Organization Generator, a tool that enables leaders to identify and implement the positive practices their organization most needs. At its heart, Quinn's book helps leaders transform organizations by changing themselves and those around them from being comfort - centered to being results - centered, from being self - focused to being other focused, and from being hidebound and suspicious to being eagerly welcoming of new ideas.

Artificial Intelligence, Computer and Software Engineering

Advances Miguel Botto-Tobar, Henry Cruz, Angela Díaz Cadena, 2021-04-20 This book constitutes the proceedings of the XV Multidisciplinary International Congress on Science and Technology (CIT 2020), held in Quito, Ecuador, on 26-30 October 2020, proudly organized by Universidad de las Fuerzas Armadas ESPE in collaboration with GDEON. CIT is an international event with a multidisciplinary approach that promotes the dissemination of advances in Science and Technology research through the presentation of keynote conferences. In CIT, theoretical, technical, or application works that are research products are presented to discuss and debate ideas, experiences, and challenges. Presenting high-quality, peer-reviewed papers, the book discusses the following topics: Artificial Intelligence Computational Modeling Data Communications Defense Engineering Innovation, Technology, and Society Managing Technology & Sustained Innovation, and Business Development Modern Vehicle Technology Security and Cryptography Software Engineering

Global Software Engineering Gamel O. Wiredu, 2019-06-18 Technology and organizations co-evolve, as is illustrated by the growth of information and communication technology (ICT) and global software engineering (GSE). Technology has enabled the development of innovations in GSE. The literature on GSE has emphasized the role of the organization at the expense of technology. This book explores the role of technology in the evolution of globally distributed software engineering. To date, the role of the organization has been examined in coordinating GSE activities because of the prevalence of the logic of rationality (i.e., the efficiency ethos, mechanical methods, and mathematical analysis) and indeterminacy (i.e., the effectiveness ethos, natural methods, and functional analysis). This logic neglects the coordination role of ICT. However, GSE itself is an organizational mode that is technology-begotten, technology-dominated, and technology-driven, as is its coordination. GSE is a direct reflection of ICT innovation, change, and use, yet research into the role technology of GSE has been neglected. Global Software Engineering: Virtualization and Coordination considers existing fragmented explanations and perspectives in GSE research, poses new questions about GSE, and proposes a framework based on the logic of virtuality (i.e., creativity ethos, electrical methods, and technological analysis) rather than of rationality and indeterminacy. Virtuality is the primary perspective in this book's comprehensive study of GSE. The book concludes with an integrated explanation of GSE coordination made possible through ICT connectivity and capitalization.

Nongovernmental Organization Culture and Ethics in Kenya Douglas Kimemia,2024-01-08 This book examines the relationship between organizational culture and ethical practices among NGOs in Kenya. It highlights the need for greater oversight and anti-corruption policies to better control corrupt practices from within and avoid adverse implications and financial effects due to a lack of accountability and unethical behaviors.

Understanding Software for Program Evaluation Laura Quinn, 2014-06-19 In our increasingly data-driven world, nonprofits need more than ever to be able to measure and monitor the effectiveness of their programs. It's difficult to improve program services or reach without first measuring current effectiveness. How many meals served at a soup kitchen, the number of students in a mentoring program who graduate high school, the percent of the target population without access to affordable housing-such numbers help organizations identify the areas where they can improve their programs. Like many bigdata issues, the sector looks to technology to help with program evaluation. We have donor management databases, case management systems, but where are the program evaluation systems? Unfortunately, there is no such thing as all-in-one program evaluation software. The fact is that program evaluation

really is a strategy, not software. To help nonprofits in this area of technology, Idealware researched and wrote a new report, Understanding Software for Program Evaluation. This handy reference guide provides overviews of the types of software that, when brought together, can enable your organization to accurately and confidently collect, measure, and monitor the outcomes and effectiveness of its programs. Whether you're a veteran or just getting started, this handbook provides all you need to understand how to make technology a part of your program evaluation strategy.

Enterprise Resource Planning: Solutions and Management Nah, Fiona Fui-Hoon,2001-07-01 Enterprise resource planning (ERP) refers to large commercial software packages that promise a seamless integration of information flow through an organization. Traditionally, separate units were created within an organization to carry out various tasks, and these functional areas would create their own information systems thereby giving rise to systems that were not integrated. ERP strives to provide a solution to these problems. Enterprise Resoure Planning Solutions and Management examines the issues that need to be further studied and better understood to ensure successful implementation and deployment of ERP systems.

Handbook of Research on Effective Communication,
Leadership, and Conflict Resolution Normore, Anthony
H.,2016-02-26 In order for an organization to thrive, it is essential
to develop key strategies for interaction, leadership, and
management within diverse settings. Refining these skills
ultimately aids in the arbitration of any potential conflicts that
may arise during intra-organizational interactions. The Handbook
of Research on Effective Communication, Leadership, and
Conflict Resolution evaluates operational strategies and
interpersonal skill development for the successful leadership and
management of modern organizations. Highlighting various
governance and interaction techniques that assist in mediating

organizational controversies, this handbook of research is a vital source for professionals, leaders, managers, and human resource specialists interested in developing skills needed to efficiently communicate, collaborate, and negotiate across differences within an organization.

Organization Effectiveness and Change Management Kondalkar, Kondalkar V. G., 2013

Preparing Faculty for Technology Dependency in the Post-COVID-19 Era Bawa, Papia, 2022-02-04 To cope with the pandemic, many educational institutions in the United States have resorted to emergency remote teaching (ERT). Distance/online learning is a complex process in terms of the design, analysis, and time taken to develop and implement courses and programs. Having been around for decades, it has evolved and morphed into a multidimensional procedure that needs meticulous planning, evolution, and evaluation. It provides meaningful learning experiences to students who may not otherwise have the option to attend college. Students of distance/online courses and programs usually choose to join voluntarily, and designers of such programs purposefully plan for them to be online from the start. In contrast, ERT is an emergency/crisis-based need to move teaching and learning to alternative environments until the crisis is averted or ended. Preparing Faculty for Technology Dependency in the Post-COVID-19 Era is a comprehensive guide that focuses on preparing pre-service teachers, in-service teachers, and higher education faculty to harness technology dependence in an emergency remote teaching era by discussing current and postpandemic preparedness. Covering a wide range of topics such as digital reality, teacher preparedness, and technology dependency, this book is crucial for educators, administrators, pre-service teachers, researchers, academicians, and students.

Influencers Of Organizational Culture In Information Technology Industry Dr Joby Jose,

The 13 Key Performance Indicators for Highly Effective Teams Allam Ahmed, George Siantonas, Nicholas Siantonas, 2017-10-19 An organisation's most important asset is its people. And critical to an organisation's success is the extent to which its people interact effectively - both with each other as team members and with the wider organisation. This is why managing teams has become a key area for a growing number of organisations around the world. While many organisations are world-class at managing their materials and machinery, they fall short in managing the human side of their activities. This book outlines the challenges faced by both team leaders and team members in 21st-century workplaces. It proposes 13 key performance or team health indicators for highly effective teams based on research data collected from a large range of industry sectors, team sizes and organisations in the UK. It contributes to the understanding of the nature and functioning of team cohesiveness by describing teamwork as a multi-component variable and identifying the factors that impact on teams and the implications of teamwork for organisations. The book sets out to aid organisations by introducing a Team Performance Diagnostic (TPD) tool. The TPD enables organisations to gain an accurate and detailed insight into the real-time performance of their teams, helps team managers to understand the underlying 'people' issues within the team and how to reach higher levels of team performance quickly. The TPD has been widely used in major multinationals and the UK public sector to pinpoint hard-to-find opportunities to achieve rapid improvements. The research suggests that the use of TPD contributes to more free-flowing feedback both within the team and in the organisation as a whole, and that successful teams are indicative of a healthy organisational culture. This book is an essential guide for senior managers and policy-makers dealing with team effectiveness, and will be highly useful for students of business and management.

Contemporary Leadership in Sport Organizations David

Scott, 2014-03-03 Contemporary Leadership in Sport Organizations blends research on leadership with practical application of the skills and knowledge that students will need on the job. This text provides sport management students with a comprehensive understanding of the complex topic of leadership in sport through a presentation of foundational and contemporary research, numerous practical examples and analytical exercises, and thought-provoking self-assessments and quotes. More than leadership tips from a sport personality, Contemporary Leadership in Sport Organizations translates classic and contemporary research in leadership into leadership skills and behaviors that are useful in present-day sport settings. Synopses of research findings are presented in table format for an accessible approach to understanding the three Rs of leadership: relationships, results, and responsibility. In addition, a variety of learning features reinforce content: • Practical examples provide opportunities to critically consider the concepts under discussion. • Chapter-opening objectives, as well as pre- and postchapter self-assessments, help students measure their understanding of chapter content. • Specific examples and case studies applicable to a broad range of sport leadership roles put research into practice. • On the Sidelines stories, Your Thoughts boxes, and questions at the end of chapters are incorporated throughout the book to provide examples and stimulate discussions applicable to a broad range of sport leadership roles across youth, amateur, intercollegiate, professional, and commercial sport organizations. Part I of the text offers a leadership primer, introducing the elements of business and educational environments in which sport organizations operate. Students will learn how leaders in sport organizations typically assume both managerial and leadership roles and how these roles integrate and diverge, and they will review the historical foundation and evolution of leadership theories from the academic literature. Part II covers applied leadership thought and action and how leaders can

become more effective in addressing critical challenges of the present and future. Key topics such as decision making, organizational change, emotional intelligence, vision, strategic planning, and crisis management are discussed. Professional growth and development are the focus of part III, considering multiple approaches and tools for improving self-understanding, personal development, and leadership mentoring. Contemporary Leadership in Sport Organizations provides a foundational and contextualized body of information regarding thought and practice in leadership to inform and inspire students of sport management. Whether preparing for leadership roles in sport organizations or preparing for teaching, research, and academic study in the field of sport leadership, students will gain a solid understanding of the theoretical foundations of leadership in sport and how it is applied to sport-related organizations of all types and sizes.

Research in Organizational Change and Development ,2014-06-11 These manuscripts provide an intriguing collection that capture and provide value to the real work of creating a sustainable field of study and practice - organization change and development - and sustainable organizations.

Trajectory Management Paul Strebel, 2005-01-14 Trajectory Management: * moves away from the 'one true way' approach put forward by many business gurus * argues that the search for best practice, best change management, etc. obscures real situations in business * develops principles of right practice for the situation: business is continually evolving and its drivers have to evolve with it. * provides a practical framework and enables diagnosis of where a business trajectory is, and how to sustain or switch trajectories. Adjusting corporate leadership to different business conditions is key in today's turbulent environment. The systematic review and development of this relationship in Trajectory Management is extremely valuable. Peter A. Wuffli, President of the Group Executive Board, UBS. In this book, Paul

Strebel goes beyond universal best practice that is presumed to apply no matter what the context. He presents the right practice for managing a business trajectory and winning consistently over time. Egon P. Zehnder, Founder, Egon Zehnder International, Inc. Trajectory Management puts context in its rightful place: at the front, middle and end of business planning and execution. Paul Strebel offers a practical framework to simplify the complex and drive better competitive choices for busy decision makers. John Hofmeister, Director of Human Resources, Shell International B.V. For more on how to use the book see: www.trajectorymanagement.com

IT Governance and Information Security Yassine Maleh, Abdelkebir Sahid, Mamoun Alazab, Mustapha Belaissaoui, 2021-12-21 IT governance seems to be one of the best strategies to optimize IT assets in an economic context dominated by information, innovation, and the race for performance. The multiplication of internal and external data and increased digital management, collaboration, and sharing platforms exposes organizations to ever-growing risks. Understanding the threats, assessing the risks, adapting the organization, selecting and implementing the appropriate controls, and implementing a management system are the activities required to establish proactive security governance that will provide management and customers the assurance of an effective mechanism to manage risks. IT Governance and Information Security: Guides. Standards, and Frameworks is a fundamental resource to discover IT governance and information security. This book focuses on the guides, standards, and maturity frameworks for adopting an efficient IT governance and information security strategy in the organization. It describes numerous case studies from an international perspective and brings together industry standards and research from scientific databases. In this way, this book clearly illustrates the issues, problems, and trends related to the topic while promoting the international perspectives of

readers. This book offers comprehensive coverage of the essential topics, including: IT governance guides and practices; IT service management as a key pillar for IT governance; Cloud computing as a key pillar for Agile IT governance; Information security governance and maturity frameworks. In this new book, the authors share their experience to help you navigate today's dangerous information security terrain and take proactive steps to measure your company's IT governance and information security maturity and prepare your organization to survive, thrive, and keep your data safe. It aspires to provide a relevant reference for executive managers, CISOs, cybersecurity professionals, engineers, and researchers interested in exploring and implementing efficient IT governance and information security strategies.

Strategic Leadership and Management in Nonprofit **Organizations** Martha Golensky, Mark A. Hager, 2020-01-28 Nonprofit organizations need smart, informed managers. This comprehensive introductory textbook aims to expose students to the range of responsibilities expected from modern nonprofit organizations and their boards, executive management, frontline staff, and community volunteers. Section 1 focuses on the characteristics of a nonprofit organization, with an explanation of the specific attributes of both charitable and member-serving nonprofits. It considers the historical development of the nonprofit sector as a whole and of the human services subsector in particular, culminating with a review of the political and economic climate in which nonprofits operate. Section 2 considers theories of leadership. The multiple roles of the nonprofit professional leader are delineated, to recognize that the same person may serve as manager and administrator, motivated by different priorities when functioning in each capacity. Ethical issues are also considered, along with the theoretical and practical aspects of decision-making, and the relationship between organizational culture and organizational change.

Sections 3 and 4 address the specific skills of the nonprofit leader involved in securing material resources and managing human resources, respectively. The book concludes with a focus on the role of volunteers and the need for organizations to provide them good experiences if they want volunteers to keep coming back. Featuring an extended case study, this book is a useful guide for students and professionals new to the workplace on topics such as successfully managing change, strengthening programs, nurturing a dynamic board of directors, diversifying revenues, and building a strong, committed staff and volunteer corps.

Global Perspectives on Design Science Research Robert Winter, J. Leon Zhao, Stephan Aier, 2010-05-14 This book constitutes the refereed proceedings of the 5th International Conference on Global Perspectives on Design Science Research, DERIST 2010, held in St. Gallen, Switzerland, in June 2010. The 35 revised full papers presented together with 10 revised short papers were carefully reviewed and selected from 80 submissions. The papers are organized in topical sections on organising design research, reflecting design science research, design research techniques, design and context, design and organisation, design and information, design research exemplars, design and behaviour, designing collaboration, as well as design and requirements engineering.

Change Management for Risk Professionals James J. Leflar Jr,2021-03-04 Change Management for Risk Professionals addresses a need in the marketplace for risk professionals to learn about change management. Organizations exist within a complex and changing environment. The changes within the organizational context (e.g., societal, technological, and customer preferences) place pressure upon the organization to remain relevant and competitive. Change is not inherently wrong; our perceptions of the change make it negative or positive. A perceived negative change can become a real opportunity for improvement if desired. Systemic degradation and irrelevancy are

the results of an organization that fails to acknowledge the reality of change. The book focuses on the dynamics of change management with an eye toward the risk professional. There is a real need for an uncomplicated resource that helps educate nonchange management professionals involved in risk-oriented change initiatives. Examples of risk disciplines are organizational resilience, business continuity, risk management, crisis management, and security management, but any discipline or function within an organization focuses on risk. Any organizational project is an initiative requiring dynamic change management skills. The author brings his extensive experience to offer risk practitioners advice, industry examples, and best practices to the change management process. Change Management for Risk Professionals will be a welcome addition to enterprise-wide business continuity, crisis management, disaster recovery, security management, and homeland security professionals wanting to learn the secrets to becoming successful in initiating organizational change.

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