

SEEING ORGANIZATIONAL PATTERNS

A New Theory and Language of Organizational Design



individual autonomy

hierarchical control

By ROBERT W. KEIDEL

spontaneous cooperation

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Seeing Organizational Patterns Robert W. Keidel, 1995 Robert Keidel explains that most organizational issues are a balance of three variables: individual autonomy, hierarchical control, and spontaneous cooperation. By learning to frame issues as trade offs among these design variables, one can see underlying patterns that previously had not been visible and thereby make more intelligent analyses, choices, and commitments than would otherwise be possible. *Seeing Organizational Patterns* converts organizational design into an art form of triangular patterns. Featuring vivid examples and consulting-based cases, this book offers a wealth of theoretical insights and practical lessons. Keidel provides a set of conceptual lenses that enables you to see organizations more clearly, systematically, and imaginatively than ever before.

Book Review Index, 2006 Every 3rd issue is a quarterly cumulation.

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