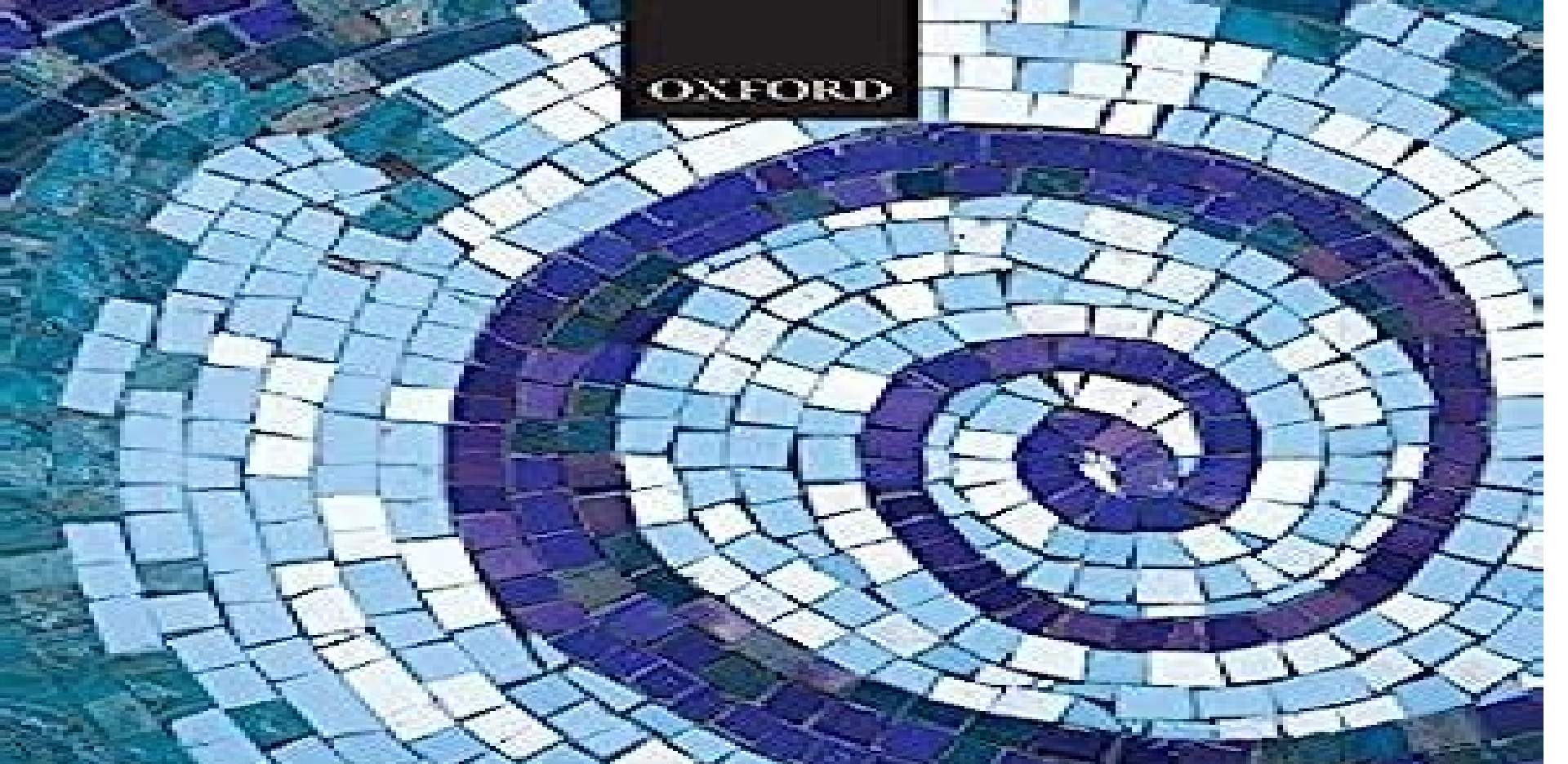


A complex mosaic design featuring a central spiral that expands outwards. The spiral is composed of concentric rings of small, irregular tiles in various shades of blue, purple, and white. The overall effect is a sense of depth and movement, drawing the eye towards the center. The tiles are arranged in a way that creates a three-dimensional, almost architectural feel.

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PERSPECTIVES ON PROCESS ORGANIZATION STUDIES
SERIES EDITORS: ANN LANGLEY & HARDIMOS TSOUKAS

PROCESS, SENSEMAKING, & ORGANIZING

Edited by TOR HERNES AND SALLY MAITLIS

Process Sensemaking And Organizing Perspectives On Process Organization Studies

Gry Espedal, Frank Elter



Process Sensemaking And Organizing Perspectives On Process Organization Studies:

Process, Sensemaking, and Organizing Tor Hernes, Sally Maitlis, 2012-05-31 Process Sensemaking and Organizing is the first in a series of volumes which explore perspectives on process theories an emerging approach to the study of organizations that focuses on understanding activities interactions and change as essential properties of organizations rather than structures and state an approach which prioritizes activity over product change over persistence novelty over continuity and expression over determination Process and sensemaking may be seen as mutually interlocking phenomena and as such are cornerstones in process thinking This volume brings together contributions from an international group of scholars energized by process organization studies The collection offers perspectives from different disciplines insights from diverse theoretical traditions and contexts and parallels made with a range of cultural forms including art poetry and cookery At the same time the chapters exhibit a clear emphasis on a process ontology process theorizing and narrative thinking Across this rich and varied collection recurrent themes emerge that distinguish process theorizing from the more logico scientific variance oriented research that dominates organization studies today This book will appeal to academics researchers and graduate students in management organization studies and sociology who wish to better understand the emergent changing and flow like character of organizational life and expand their understanding of the nature of sensemaking as a basis for organizing

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Pragmatism and Organization

Studies Philippe Lorino, 2018-02-15 Many streams of research in organization and management have criticized the mainstream view of organizations as decision making and information processing structures controlled through rational representations substantive or procedural rationality In spite of their differences these streams of research share some key theoretical principles Their processual view of organizing as becoming their emphasis on the key role of action and action meaning their interest in the agential power of artefacts and objects the exploratory and inquiring nature of organizing This book argues that Pragmatist thought can contribute to those approaches offering some theoretical argument both as a general intellectual orientation and as a conceptual toolbox As a general attitude Pragmatism develops a radical critique of all the dualisms which often hinder organization studies Thought and action design and utilization decision and execution reality and representation to name a few As a conceptual toolbox Pragmatism can contribute and clarify key concepts for organization and management studies such as inquiry semiotic mediation habit abduction trans action and valuation However Pragmatist thought is still little known by organization and management scholars and by reflexive managers The proposed book aims at making pragmatist key notions accessible to them and applicable to theorize organizations and transform managerial practices

Time, Temporality, and History in Process Organization Studies Juliane Reinecke, Roy Suddaby, Ann Langley, Haridimos Tsoukas, 2020-12-24 Time timing and temporality are inherently important to organizational process studies yet time remains an under theorized construct that has struggled to move much beyond chronological conceptions of clock time Missing from this linear view are ongoing debates about objectivity versus subjectivity in the experience of time linear versus alternative structures of time or an appreciation of collective or culturally determined inferences of temporality This is critical as our understanding of time and temporality can shape how we view and relate to organizational phenomena either as unfolding processes or stable objects History is equally important While we have an intuitive sense of history as a process organizational theorists have struggled to move beyond two limited conceptualizations history as a constraint on organization's capacity for change or history as a unique source of competitive advantage Both approaches suffer from the restrictive view of history as an objective set of brute facts that are exterior to the individuals organizations and collectives that experience them Yet management theory is acquiring an awareness of time history and memory as critical elements in processes of organizing This volume draws together emerging strands of interest in adopting a more nuanced orientation toward time temporality and history to better understand the temporal aspects of organizational processes

Historicity in Organization Studies François-Xavier de Vaujany, Kätlin Pulk, Pierre Labardin, 2025-07-28 As soon as we go beyond the borders of our present and begin to explore remote pasts and futures management and organization scholars are exposed to two dangers The first is the exaggeration of continuities and anachronism about the past The second is the projection of present ordinariness into the future So how can we describe long term processes of entrepreneurship accounting marketing finance information systems or innovation This edited volume

gathers a team of leading interdisciplinary scholars inspired by process philosophy phenomenologies and critical schools After presenting issues debates and perspectives likely to inspire and guide historical description several examples of historical work in entrepreneurship accounting and organization studies are used to show situations in which researchers have had to tackle this resonance between ontology and methodology in their historiography It will be of great interest to scholars and students of management and organization studies

Giving Voice to Values-based Leadership Gry

Esedal, Frank Elter, 2023-12-06 The complexity facing today's organizations calls for a rethinking of leadership The world is facing grand challenges for people and the planet Leaders and employees bear the responsibility of formulating strategies grounded in strong values These strategies aim to foster the growth of sustainable organizations and promote ethical work practices This book gives voice to values based leadership and provides a method for leaders to develop a values based organizational culture Values play a role on many levels in how we work as individual leaders in teams and in organizations and in how organizations approach societal challenges Values can be a compass or orientation point giving direction for decisions and actions Awareness of values can make organizational responsibilities clearer and give a sense of meaning to work and help leaders to create organizations where corporate moral and social values are embedded at every level This book gives insight into a Scandinavian values based leadership model built on the institutional leadership tradition It provides processes and practices that leaders can use to develop organizations where values are continuously nurtured The book provides practical ideas of how leaders can work on becoming conscious of both the organization's explicit and implicit values as well as working on the direction of the organization and its broader organizational culture This book will be an invaluable resource for both practitioners and graduate students interested in leadership and organizational development

Perspectives on Ethical Leadership Steven Grover, Thierry Nadisic, David Patient, 2015-09-07

Ethical leadership has come to the forefront of management thought in the twenty first century in the wake of breaches of judgement and integrity that have plagued international markets This volume assembles an international cadre of management scholars to explore questions surrounding ethical leadership Using a variety of methods and approaches this collection of studies examines how people determine the ethicality of their leaders the complex connection of trust and those perceptions and how that affects positive employee outcomes in the private and public sectors Issues are explored both from the standpoint of behaving unethically and behaving ethically at the individual and firm levels The diversity of approaches and penetrating insight makes this a valuable resource for anyone interested in understanding the dynamics of ethics and leadership This book was originally published as a special issue of the Journal of Change Management

Philosophical Organization Theory

Haridimos Tsoukas, 2019 This volume explores key concepts that have gained currency in organization studies and revisits traditional concepts such as change strategy and organization It discusses organizational knowledge judgment and reflection in action and suggests complex forms of theorizing that do justice to the complexity of organizations

Strategic

Management Irene M. Duhaime, Michael A. Hitt, Marjorie A. Lyles, 2021-06-17 Strategic Management provides a critical overview of the prior development current state and future opportunities in the strategic management field Editors Irene M Duhaime Michael A Hitt and Marjorie A Lyles bring together an exceptional group of scholars to explore topics such as corporate strategy strategic entrepreneurship cooperative strategies global strategy strategic leadership governance innovation strategy process and strategy practice and strategic human capital

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