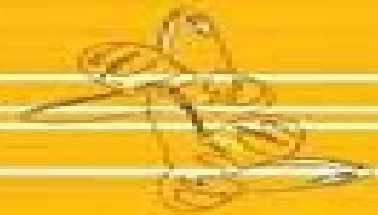


# Management Fads and Buzzwords

## Critical-Practical Perspectives



David Collins

# Management Fads And Buzzwords Critical Practical Perspectives

**Thomas Klikauer**



## **Management Fads And Buzzwords Critical Practical Perspectives:**

Management Fads and Buzzwords David Collins, 2013-10-11 Around 5 000 business and management titles are published every year and increasingly their preferred mode of presentation is centred on the creation and marketing of buzzwords and fads This book argues that these management fads and buzzwords deflect critical inquiry and limit useful action because they present a ready made view of the world which rejects the benefits of theoretical analysis and reflection Topics covered include the guru industry excellence business process re engineering empowerment culture knowledge work globalization Unpacking the guru industry and analyzing the fads and buzzwords this book provides a critical practical analysis designed to allow readers to locate understand and critique management fashion **What's the Big Idea?** Thomas H. Davenport, Laurence Prusak, H. James Wilson, 2003 Explores where new ideas come from how to evaluate which ideas are worth pursuing and how to customize ideas to suit an organization's unique needs *Critical Management Perspectives on Information Systems* Carole Brooke, 2009-04-09 Provides a coherent set of reference points for students to see the issues at levels of theory method and practice Presents practical examples of critical research and demonstrates the lessons learnt from applying a critical approach Cutting edge book with newly commissioned international team of authors *Discourse on Leadership* Bert A. Spector, 2016-07-21 In a wide ranging and provocative new study Bert A Spector provides a critical analysis of past and present theories of leadership Spector asserts that our perception of leadership influences who we vote for who we hire and promote and ultimately who we choose to grant our authority to Focusing on leadership in discourse the book sets out to explore how the notion of leadership has been articulated studied and debated by academics but also by practitioners journalists and others who seek to influence the thoughts of others Paying particular attention to the social economic political intellectual and historical forces that have helped shape the discussion *Discourse on Leadership* offers an insightful historiography of leadership as a concept and considers how our understanding of it continues to evolve *The Language of Managerialism* Thomas Klikauer, 2023-01-24 This book explains how management became Managerialism and how the language of managerialism was developed Providing a comprehensive discussion of the managerialism language interface the book argues that firstly managerialism itself has developed its distinctive language and secondly the two concepts of managerialism and language mutually depend upon each other Written from the critical media studies perspective of the Frankfurt School of Critical Theory the book reaches beyond simple business communication illustrating how the language of managerialism is colonising the non corporate lifeworld The book concludes by offering fresh ideas on how to move beyond the language of managerialism Reshaping Change Patrick Dawson, 2003 This book highlights the theoretical and practical value of using a processual perspective to make sense of organizational change Featuring data collected over 20 years of fieldwork it does much more than provide a simple overview of theory and change models and instead makes the processual approach understandable and accessible to both researchers and practitioners The author's

case studies of radical and large scale change programmes include those from General Motors Pirelli Shell Britax and Laubman and Pank and considers aspects of processual research the context politics and substance of change and finally the future of the processual perspective This is an innovative and highly practical study that captures the truly complex processes of the changing organization and illustrates how best to understand them from a processual point of view

*Handbook of Research on Knowledge Management* Anders Örtengren, 2014-12-31 This innovative Handbook widens our understanding of knowledge management a field that has risen to prominence in recent decades It collects contemporary insights from more than 30 contributors into the rich tapestry of knowledge management practices across a broad landscape of cultures and socio political contexts The contributors offer authoritative analyses to inform practical applications of knowledge management along with provoking reinterpretations of its developmental potential to guide future innovation and research in this field The starting point for discussion centers around establishing a common definition for knowledge management a concept that has remained nebulous since its inception Expert contributions examine the relevance of this common definition within various contexts such as Buddhist organizations law firms the army and indigenous organizations The contributors explore how knowledge management could be effectively applied in these very diverse contexts Some contributors analyze the universality of Ikujiro Nonaka's concept of knowledge management Other contributors suggest alternative definitions of knowledge management While previous literature has primarily focused on how knowledge management is practiced currently this handbook sets out alternative visions and conceptualizations of knowledge management in diverse settings and is thus focused on how knowledge management ideally should be practiced in various contexts This Handbook of Research on Knowledge Management will appeal as a point of reference for academics and students of business and management business administration sociology and organizational behavior Practitioners managers and business owners alike will also find this an invaluable resource Management Theory Nanette Monin, 2004-01-22

Narrative approaches to organisation and management studies are very much in vogue Offering a new challenge to management scholarship *Management Theory A Critical and Reflexive Reading* exposes the subtexts of five influential texts by Taylor Follett Drucker Mintzberg and Kanter In doing so it encourages readers to recognise the stories that Managing Change, Creativity and Innovation Patrick Dawson, Constantine Andriopoulos, 2014-01-07 This bestselling text continues to provide a fresh approach to organisational change by linking it to the key drivers of creativity and innovation but now contains improved coverage of approaches to change It explores change as a human and social process looking at the vital role leadership entrepreneurship and creativity play in change management rather than viewing it as a series of systems and mechanisms In doing so it provides all the theoretical and practical understanding you will need as both a student of change and a future manager The second edition comes with access to a range of learning and revision aids online and is packed with cases and examples from around the globe Visit the companion website today at [www.uk.sagepub.com/dawson](http://www.uk.sagepub.com/dawson)

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**The Leadership of Organizational Change** Mark Hughes, 2015-10-05 Understanding both leadership and change have been recurrent and popular themes within the business management and organization studies literature. However, our understanding of leadership and organizational change in combination is far more limited. *The Leadership of Organizational Change* offers a critical review of the evolution of leadership and organizational change for the past thirty-five years, taking stock of what we know, identifying what we do not know, and establishing how the study of the leadership of change should advance. In the late seventies and early eighties, as interest in managing and leading change was fuelled by the competitive threat of Asia in general and Japan in particular, as perceived by western businesses and governments, Burns (1978) writing in his landmark book *Leadership* at this time referred to an intellectual crisis. The crisis of leadership today is the mediocrity or irresponsibility of so many of the men and women in power, but leadership rarely rises to the full need for it. The fundamental crisis underlying mediocrity is intellectual. If we know all too much about our leaders, we know far too little about leadership. While the study of managing change has benefitted from sustained critical scrutiny, particularly in the last decade, it is believed that this is to have been at the expense of critical scrutiny of leading change. *The Leadership of Organizational Change* critically reviews how the study of leading change has advanced since 1978 and the crisis of intellectual mediocrity.

**Research Handbook on Corporate Social Responsibility in Context** Anders Örtengren, 2016-11-25 Is corporate social responsibility (CSR) a universal idea? Is the same exact definition of CSR relevant for any organization regardless of context? Or would such a definition need to be adapted to fit different types of organizations in different cultures, industries and sectors? This book discusses how CSR preferably should be practiced in various generalized contexts. Experts share their knowledge on whether a broad definition of CSR can be practiced as is, or if it first has to undergo changes in as various generalized contexts as Buddhist and Islamic organizations, developing countries, the food processing industry, the shipping industry and the pharmaceutical industry.

**Dilemmas of Leadership** Tudor Rickards, 2015-06-17 Leadership, the practice of focusing and motivating a group or organization to achieve its aims, is a much-discussed but often misunderstood concept. This comprehensive textbook introduces the subject for Masters-level students. Readers are invited to make a series of metaphorical journeys of discovery, thematically organized around fundamental dilemmas within the field of leadership studies. Building on the success of previous editions, the text uses a simple map-based approach to consider dilemmas such as: Is a leader born or made? How are tensions between ethical dilemmas and economic self-interest resolved? How does a leader's desire for control balance with the need to empower members of the organization? This third edition contains a brand new chapter on leadership in sport, an enhanced chapter on creativity, and more international content. Also new to this edition is a companion website containing PowerPoint slides, revision quizzes, and a tutor's guide. This text will be essential reading for Masters and MBA students on leadership courses and will also be illuminating for managers pursuing leadership development.

**Leadership as Identity** J. Ford, N.

Harding,M. Learmonth,2008-09-12 Management has failed its successor is leadership Can leadership fulfil the promises that are made in its name This book is written for those charged with being leaders and uses poststructuralist theory to provide a language for the confusions and uncertainties that leadership can often bring **The Right Tools for the Job** A. Cox,C.

Lonsdale,J. Sanderson,G. Watson,2005-01-13 This book is the result of a four year study into the most commonly used management tools and techniques in the areas of business strategy and finance marketing production and operations and procurement and supply chain management It explains which tools are used in small medium sized and large companies whether based in the US Europe or Asia across many different industrial and service sectors It explains where companies find out about particular tools and examines which appear to be the most successful **Organizing Words** Yiannis

Gabriel,2008-10-30 Organizing Words presents a series of essays on some 220 widely used and much debated terms in the social sciences and organization studies Each essay explores the meanings and uses of the word and also the controversies they have sparked The book aims to be a first port of call for students researchers and scholars who wish to familiarize themselves with these key ideas and use them in their own work The book is neither an encyclopaedia nor a dictionary but a thesaurus As such it combines both the original meaning of a thesaurus as a treasure trove with its more contemporary characteristics of an accessible and practical resource Primarily aimed at those interested in social and organizational studies it will appeal to all those interested in the human sciences It does not claim to be canonical or all inclusive but each entry seeks to enlighten and help without patronizing or obscuring disagreements and difficulties The book seeks to be reassuring without being complacent or comfortable to be authoritative without being doctrinaire and to be critical without being destructive Words help us express ourselves and make sense of our experiences and our actions and they help us to organize ourselves our thoughts and our universe Organizing Words will be an invaluable resource for essay writing and a useful tool in planning and carrying out projects and dissertations Most of the entries have been written by Yiannis Gabriel with 40 essays coming from other experts in particular areas **Leadership** Brigid Carroll,Jackie Ford,Scott

Taylor,2015-11-16 This book is not available as a print inspection copy To download an e version click [here](#) or for more information contact your local sales representative Shortlisted in the Management and Leadership Textbook Category at CMI Management Book of the Year Awards 2016 The authors an international team of experts guide students on an entertaining journey through key concepts contemporary issues and debates in leadership studies Students can Understand how theory comes to life through a fascinating selection of case studies ranging from political leaders such as Tony Blair to business leaders such as Steve Jobs and from leadership in the arts to leadership in gang culture Be inspired by the Leadership on screen feature which encourages analysis of how leadership is represented in film and TV including The Dark Knight Game of Thrones The Hunger Games and Grey s Anatomy Visit the companion website for access to additional resources including author videos and journal articles Critical and rigorous yet also easy to digest this text is ideal for students and practitioners

with or without any prior knowledge of the field

**The Nature of Contemporary Organization Development** Anne Clare Gillon, 2018-05-15 The nature of contemporary Organisation Development OD is often written about by both scholars and practitioners yet there is little evidence of these descriptions or debates on key issues having been based on reliably collected data This book compares academic and practitioner perspectives on the profession of OD in the UK and how it has evolved over four decades The research which informs this book was designed to investigate similarities and differences in the perspectives between these two communities Where practitioners and academics views varied in the data reasons for this are explored in this book through the theory lens of Institutionalism Fashions Fads and the Dissemination of Management Ideas The empirical data in how OD has evolved in the UK in the underpinning research to this text was gathered through content analysis of job advertisements from over a four decade period This provided information on changes in the magnitude in the take up of the profession in the UK as well as significant developments in the content of the job roles over the period It will not come as a surprise to find that American thinking dominates in OD as it does in many other domains of management What is a surprise is the extent to which OD practice in the UK is so very different from what the academics tell us it is This book also identifies the extent to which institutional theory is at play in the development of professions with agency is a driver in shaping professions This manifests itself in terms of the perceived interests of what will give leverage for success in practitioner and academic careers The Nature of Contemporary Organization Development is key reading for researchers scholars and practitioners alike of Organizational change and development organizational studies management philosophy and related disciplines

Globalization and Social Responsibility Kiymet Tunca Caliyurt, David Crowther, 2008-12-11 Over the last decade the question of the relationship between organisations and society has been subject to much debate often of a critical nature The decade has seen protests concerning the actions of organisations exposures of corporate exploitation and unfolding accounting scandals At the same time ethical behaviour and a concern for the environment have been shown to have a positive correlation with corporate performance The nature of corporate social responsibility is therefore a topical one for businesses and academics There are however many different perspectives upon what is meant by corporate social responsibility and how this might be applied within organisations This book explores some of these different perspectives based upon the experiences of different people in different parts of the world There has been much written about globalisation some of it positive and much of it negative It is a subject which arouses definite opinions Despite the fact that the word globalisation is part of the title of this book it is not our intention to contribute to this debate Instead we use the word globalisation in its original sense to represent the ubiquity of the concern for Corporate Social Responsibility CSR which is the subject matter of this book Specifically we are concerned with the social contract between an organisation and its stakeholders It is apparent that any actions which an organisation undertakes will have an effect not just upon itself but also upon the external environment within which that organisation resides In considering the effect of the

organisation upon its external environment it must be recognised that this environment includes both the business environment in which the firm is operating the local societal environment in which the organisation is located and the wider global environment Effectively therefore there is a social contract between organizations and their stakeholders Recognition of the rights of all stakeholders and the duty of a business to be accountable in this wider context therefore has been largely a relatively recent phenomenon The economic view of accountability only to owners has only recently been subject to debate to any considerable extent In the current environment there is a need to debate this issue and its implications This book therefore recognises the international scope of the interest in corporate social responsibility both through the contributions made by the authors of the respective chapters who come from various parts of the world and also through the international importance of the perspectives offered by these contributors In doing so the various authors demonstrate that corporations are a part of society just as much as each of us is as a individual Furthermore they demonstrate that the issues and concerns are not local ones but are international in scope and concern us all The contributions to this book provide a representation of the range of concern for this relationship and the range of topics which fall within the subject matter of CSR Among the authors who have contributed to this book are representatives from every continent and from a wide range of disciplines The topics which are considered in the various chapters are equally diverse

*Representing Organization* Simon Lilley, Geoffrey Lightfoot, Paulo Amaral M. N., 2004-06-17 This textbook provides an accessible theoretical analysis of the organizational impact of information technologies It seeks to examine and comment upon the myriad ways in which actors organizations and environments are represented through these technologies Contemporary threats to organizational form and stability are considered alongside the potential that information technologies offer to both exacerbate and overcome them It examines amongst others issues surrounding the material and symbolic aspects of information systems risk and prediction systems implementation and systems success knowledge management practices accountability and other management practices computerized modelling and the virtual organization To this end it deploys a number of different theoretical lenses including systems theory social constructivism labour process theory post structuralism actor network theory These offer complementary and contrasting insights into the computerization of managerial work In order to ensure that the book is both relevant and approachable to students from a range of backgrounds these theories are applied to real examples of the development and implementation of information systems This combination fosters practical knowledge that is theoretically informed The book thus aims to bridge the gap between the abstractions of current theories of organization and the grounded material that forms the bulk of Information Systems literature It thus offers a novel way into the ongoing debates surrounding technological change and the perennial problems of managerial control It has been designed to support theoretically informed Information and Technology courses at the advanced undergraduate and postgraduate levels and will also be of interest to academics in the fields of Management Information Technology Sociological and Cultural studies



**Resourcing and Talent Management** Stephen Taylor, 2014-02-24 Resourcing and Talent Management is the essential companion for the CIPD Level 7 Advanced Resourcing and Talent Management module Mapped to the CIPD unit this textbook offers broad and accessible coverage of topics such as employment markets flexibility fairness diversity human resource planning recruitment employer branding retention and retirement Dismissals and redundancy are also discussed in depth This fully updated 6th edition of Resourcing and Talent Management includes more international content and examples content on technological developments including e recruitment and resourcing through social media and increased coverage of ethics and CSR Its comprehensive scope makes it ideal for those studying any resourcing talent management or recruitment and selection module Online supporting resources for lecturers include an instructor s manual lecture slides and feedback on exercises in the book Student resources include web links for each chapter

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