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Literature Review



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Beyond The Corporation Humanity Working

Joseph Blasi, Jonathan Michie



Beyond The Corporation Humanity Working:

Beyond the Corporation David Erdal, 2011-03-22 Beyond the Corporation is a book for our times Offering inspiration and vision in the wake of financial Armageddon it is the story of ordinary people who share the ownership of the businesses where they work The enterprises come in all sizes from companies employing just a few dozen people to large corporations John Lewis in the UK employing 70 000 partners Mondragon a highly entrepreneurial group of over 100 businesses in Spain employing more than 100 000 and many examples in the US some employing tens of thousands It would be hard to imagine a better informed more involved or more enthusiastic set of employees sharing the efforts of making their companies successful and sharing all of the rewards Unusually in the corporate world they control their own destinies a situation beyond the dreams of most working people Erdal takes a hard look at those who insist in the teeth of the evidence that shared ownership will never work a sorry tale he argues of prejudice masquerading as economic thinking The book contains detailed case studies as well as interviews with a range of people whose inspiring stories of success fly in the face of received wisdom These successes include high levels of productivity sustained rapid growth fast moving innovative responses to changing worlds high levels of investment aimed at long term prosperity and above all the sheer happiness employees experience in working together in businesses that they own together sharing the wealth that they create At a time when the orthodox corporate economy has been badly shaken Beyond the Corporation makes essential reading [Beyond the Corporation. Humanity Working by David Erdal - Book Review](#) Benjamin Renner, 2014-04-23 Literature Review from the year 2013 in the subject Business economics Business Management Corporate Governance grade 1 3 University of St Andrews School of Management language English abstract In his most recent book Beyond the Corporation Humanity working David Erdal book author and Non Executive Director at Baxendale Ownership strongly promotes the superiority of employee ownership He gives a wide range of best practice examples across industries from various countries without neglecting the essential theoretical foundation of the concept of democratic employee ownership The book which was published in March 2011 builds an argument around the financial collapse 2008 2009 when many traditional companies failed suffered severely or at the very least were shaken **Co-operativism and Local Development in Cuba** , 2018-08-13 Co operativism and Local Development in Cuba consists of a series of pathbreaking essays on the role of co operativism and the new co operatives in the democratic transformation of Cuba and the government s plan to update the model in the current context The contributors are well known specialists on Cuba co operativism and local development With a shared concern for how an increased focus on co operativism and local development can contribute to the updating of the Cuban model and the advance of socialism the contributors to the book have placed an analysis of the issues involved in the broader context of the international co operative movement and the ongoing capitalist development process in Latin America Contributors include Milford Bateman Al Campbell Grizel Don stevez S nchez Cliff DuRand Olga Fern ndez R os Julio C Gambina Camila Pi eiro

Harnecker Sonja Novkovi Dayrelis Ojeda Suris Gabriela Roffinelli Frederick S Royce Dean Sinkovi Henry Veltmeyer Marcelo Vieta **Fighting Corporate Abuse** Corporate Reform Collective, 2014-07-20 Fighting Corporate Abuse demonstrates through compelling and revelatory analysis the legislation and regulation needed to deal with the abuses in the corporate sector that have been revealed in recent years It highlights the more general contribution of company law and practice to the current crisis in capitalism The first section develops a controversial argument using detailed illustrations and vivid examples which show how the various abuses of predatory capitalism have been carried out through the manipulation of the corporate form and the creation of highly complex corporate groups The group of authors all experts in their fields tackle head on the issues of tax evasion extraction of value and asset stripping environmental destruction and managerial self interest In doing so they paint a picture of a system that is abusive and degenerated but also a system which can be reformed In the run up to the UK general election the authors develop a set of practical proposals for an incoming government outlining how each of these abuses could be curtailed and how a more acceptable and accountable form of corporate capitalism can be developed through national and international action Drawing on the group's activism as well as their academic experience in law politics economics and human rights this will be an authoritative as well as a highly practical book **Co-operatives in a Post-Growth Era** Tom Webb, Sonja Novkovic, 2014-10-09 For the past three decades neoclassical doctrine has dominated economic theory and policy The balance of power has shifted to protect private interests resulting in unprecedented damage to the environment and society with no solution in sight as more austerity and less government continues to be posited as the answer to the oncoming waves of crisis It doesn't have to be this way Featuring a remarkable roster of internationally renowned critical thinkers Co-operatives in a Post Growth Era presents a feasible alternative for a more environmentally sustainable and equitable economic system specifically the co-operative business model With more than 100 million people working in co-operatives and more than a billion members around the world the time has never been better for co-operatives everywhere to recognise their potential to change the economic landscape An essential book for students policymakers and concerned citizens looking for a practical way to change the current stagnant economic paradigm Shaping the Corporate Landscape Nina Boeger, Charlotte Villiers, 2018-02-22 Currently there exists a distrust of corporate activity in the continuing aftermath of the financial crisis and with increasing recognition of the threats of climate change and global as well as national inequalities Despite efforts in the arena of corporate governance to address these we are still beset with corporate scandals and witness companies facing large fines for their environmental and cost cutting misdemeanours Recognising that the usual responses to dealing with these corporate problems are not effective this book asks whether the traditional form of the joint stock corporation itself lies at the heart of these problems What are the features of the corporate form and how does its current regulation underscore these problems Identifying such features provides a basis for the discussion to develop towards suggesting more progressive regulatory developments around the corporate form More fundamentally this book

investigates a diverse range of corporate governance models that are emerging as alternatives to the shareholder corporation including employee owned cooperative and social enterprises The contributors are leading scholars from various backgrounds including law management and organisation studies finance and accounting as well as experienced professionals and policy makers with expertise in social and cooperative business models and the role of employees in the corporation

Leadership Team Coaching in Practice Peter Hawkins, 2018-06-03 Organizations are increasingly complex requiring flexibility to implement significant rapid change that goes beyond the ability of an individual leader or CEO A high performing and cohesive leadership team is critical for success Leadership Team Coaching in Practice presents enlightening case studies on how leadership team coaching techniques have been applied internationally across a variety of team types and industries including professional services pharmaceuticals airlines healthcare and finance With expert contributions from chief executives team coaches team leaders and consultants this practical guide illustrates best practice tailored to the needs of each organization This updated 2nd edition of Leadership Team Coaching in Practice includes new case studies and addresses hot topics in systemic leadership coaching theory Answering questions such as how do you get the most from working across multiple teams how should inter team coaching be approached and how do you coach millennials and tech start ups it helps foster collective transformational leadership whatever the business sector and type of team Ideal for executive coaches organizational development consultants OD HR leaders and aspiring managers it shows how to develop leadership teams that can implement strategic change effectively and sustain competitive advantage

Employee Ownership and Profit Sharing Joseph Blasi, Jonathan Michie, 2025-08-04 This book explores a quiet revolution reshaping global capitalism the rise of employee ownership worker cooperatives and profit sharing enterprises With 17% of US adult workers now holding equity in their companies a new Employee Ownership Trust EOT being established daily in the UK a mature sector thriving in France extensive tax incentives in Canada the continued development of several mature worker cooperative sectors worldwide such as Mondragon and interest in many other nations shared ownership is no longer a fringe idea Authored by leading researchers this volume presents 16 studies on how equity and profit shares for workers operate exploring their impact on employees lives firm performance local communities the racial wealth gap and the determinants that drive success or failure in such enterprises This volume is one of the first to examine the emergence of businesses that share financial results with workers as a global phenomenon it positions this model as a significant development in postindustrial capitalism With a strong grounding in theory and a coherent conceptual framework to explain observed behaviors and responses of workers managers and firms this volume offers evidence based insights that should influence policy in countries around the world This book will be essential reading for scholars and students in economics sociology business public policy labor studies and organizational theory as well as for policymakers practitioners and advocates interested in building more equitable and resilient economies The chapters in this book were first published in the

International Review of Applied Economics **Management Frameworks** Jacques Kemp, Andreas Schotter, Morgen Witzel, 2012-11-27 Today's business organizations especially large ones are complex places difficult to manage and to control. Much of this complexity is self-induced and too much of the management of these organizations is done on an ad hoc basis. Different reporting control and management systems are used in different parts of the company and often these are incompatible making it difficult sometimes impossible for top management to know what is going on. Consequently it is an arduous task for managers to make strategic plans for the business or react quickly to changes in the environment. This book shows how much of this complexity can be smoothed away through the introduction of overarching management frameworks that are complete consistent and comprehensive bringing all the various parts of the organization together as a single system. It provides a whole firm view of management and suggests that reputational and ethical issues are equally important to marketing operations and finance and need to be considered within the framework. **Management Frameworks** is a practical and insightful book offering students the tools and knowledge required for viewing strategy and management holistically. It will be required reading for executive education classes in strategic management and will find a ready audience with thinking managers everywhere.

The Oxford Handbook of Management Ideas Andrew Sturdy, Stefan Heusinkveld, Trish Reay, David Strang, 2019-03-28 Management ideas and their associated applications have become a prevalent feature of our working lives. While their focus is familiar such as efficiency motivation and improvement they range from specific notions such as activity based costing to broad movements like corporate social responsibility. This Handbook brings together some of the latest research from leading international scholars on how management ideas are produced promoted and adapted and their effects on business and working practices and society at large. Rather than focusing on specific management ideas this volume explores their key socio political contexts and channels of dissemination and is organized around four core overlapping themes. The first section sets out the research field in general in terms of both an overall system and of different perspectives and research methods. The second section explores the role of different actors and channels of diffusion including the consumers and producers of management ideas and new media as well as traditional players in the management ideas field such as consultancies and business schools. The third section focuses on specific features or dynamics of the management ideas system such as their adoption evolution institutionalisation and resurgence while in the final section critical and new perspectives on management ideas are examined highlighting specific socio political contexts and the possibility of alternative ideas and forms of critique. With a broad range of perspectives represented this Handbook provides a comprehensive authoritative and enduring resource for those studying management innovation and organizational change as well as for those working in the management ideas industry.

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