

BEYOND REDUCTIONISM

Gateways
for
Learning
and Change

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CRC Press
Taylor & Francis Group

Beyond Reductionism Gateways For Learning And Change

Neil Douglas, Terry Wykowski



Beyond Reductionism Gateways For Learning And Change:

Beyond Reductionism Terry Wykowski, Neil Douglas, 2023-07-28 *Beyond Reductionism Gateways for Learning and Change* takes a critical look at organizational learning and change management from a leadership perspective in late 20th century organizations. The authors argue that the dynamics that restrain the efforts of leaders transcend personal attributes and leadership styles. They are rooted in the nature of work and institutions and the histories and cultures of the organizations themselves. Often seen as the central constraint and the core limiting factor in organizational effectiveness and learning, reductionism is defined as over simplification and a failure to comprehend the nature of life in organizations by concentrating too fully on discrete and disconnected aspects of reality. The other constraints of hierarchy and institutional knowledge are activated and driven by reductionism. After reading *Beyond Reductionism Gateways for Learning and Change*, leaders at all organizational levels will understand why low levels of organizational learning persists and change efforts fail. They will also be equipped to recognize and reject overly simplistic and superficial interventions, helping them to create non reductionist strategies for creating and sustaining change. Actual project designs, experiences, techniques, and results are described in the book within an overall framework that emphasizes the roles and interconnectedness of individuals, leaders, and groups all operating within the overlay of culture.

From Belief to Knowledge Neil Douglas, Terry Wykowski, 2010-09-08. Belief is not knowledge, but we tend to hold our beliefs as if they represent knowledge, selecting whatever evidence is required to justify them. And because humans tend to cling to their beliefs as truths, organizations often ignore the need for change, no matter how urgent that need. *From Belief to Knowledge: Achieving and Sustaining an Adaptive Culture in Organizations* offers potential change agents an integrative analysis and treatment of the problem of organizational learning. It demonstrates the importance of looking beneath beliefs and assumptions to find the roots and persistent influences that preserve them. It gives us a much broader definition of organizational knowledge than that associated with information technology and the currently popular idea of knowledge as an asset. Furthermore, it provides an alternative view of culture and change, one that is defined by the ability to continually align collective beliefs with reality. Douglas and Wykowski answer the question that lingers in the minds of many managers: What does organizational learning mean, and how does it influence ongoing organizational success? Lee Newick Shell Downstream. Rather than offer simple recipes, this book shows how good leaders can evolve and sustain an adaptive culture that develops knowledge through purposeful human interaction. It explores key dynamics of learning, considers the diversity of beliefs present in any group, and demonstrates ways that those leaders can explore and encourage the potential of both the group and individuals within the group. Although this book is geared to organizational change, it has the potential to change all areas of human endeavor. David Julian Hodges, City University of New York.

Rethinking Management Neil Douglas, Terry Wykowski, 2017-01-23. This book challenges the roots and elements of the existing dominant paradigm of management, which can legitimize artless practices and result in dysfunction, and proposes an

alternative based on a different understanding of human nature and social and economic life This paradigm is designed to bring about the conception of organizations as wholes rather than assemblies of disembodied fragments with managers as facilitators of the work of others and shapers of culture with a clear sense of purpose and a moral compass Such a paradigm would result in a practice of management that is more competent more purposeful and more ethical based on a more accurate and complete comprehension of reality This book sets forth a more optimistic understanding of human nature and collective life and the hope that we can be and do better It is a major contribution to the field of management and will benefit academics managers and consultants working in the fields of organizational development and strategic change

Handbook of Human Performance Technology James A. Pershing, 2006-05-19 The first two editions of the Handbook of Human Performance Technology helped define the rapidly growing and vibrant field of human performance technology a systematic approach to improving individual and organizational performance Exhaustively researched this comprehensive sourcebook not only updates key foundational chapters on organizational change evaluation instructional design and motivation but it also features breakthrough chapters on performance technology in action and addresses many new topics in the field such as certification Six Sigma and communities of practice Boasting fifty five new chapters contributors to this new edition comprise a veritable who's who in the field of performance improvement including Geary Rummler Roger Kaufman Ruth Clark Allison Rossett Margo Murray Judith Hale Dana and James Robinson and many others Praise for the third edition of the Handbook of Human Performance Technology If you are in the business of trying to improve organizational performance this Handbook should be the first place you look for answers to questions about human performance technology Joseph J Durzo CPT Ph D senior vice president and chief learning officer Archstone Smith This newest edition of the Handbook provides an unparalleled all encompassing survey of the latest theory and its practical application in this emergent field This book is a must have reference for any professional wishing to systematically improve performance within their organization Weston McMillan CPT manager training and development eBay Inc An invaluable engaging resource for anyone charged with improving workplace performance It not only provides the background and foundations of our profession but more importantly it also provides the most up to date descriptions of how to apply HPT to drive results Rodger Stotz CPT vice president and managing consultant Maritz Inc This book is filled with insights both for those who are new to the field and also for those who are experienced It offers concrete advice and examples on how to use HPT to impact business results and how to work successfully within organizations Anne Marie Lares CPT director learning services Walgreen Co The Handbook contains many of the secrets for improving the performance of individuals groups and organizations Robert F Mager author Analyzing Performance Problems and How to Turn Learners On Without Turning Them Off Educational Technology Al Januszewski, Michael Molenda, 2013-01-11 Sponsored by the Association for Educational Communications and Technology AECT this book presents a definition of the field of study and practice known as educational technology or instructional

technology It reflects the collaborative efforts of all members of the AECT Definition and Terminology Committee The volume begins with the statement of the definition itself chapter 1 followed by commentary chapters on each of the key terms and concepts contained in the definition chapters 2 9 Chapter 10 provides historical context for the current definition by reviewing salient elements of prior AECT definitions Chapter 11 discusses ethical considerations and chapter 12 concludes by discussing ramifications of the current definition for academic programs in educational technology This book is appropriate for anyone working in the field of educational technology students instructors researchers and in service providers

Choosing Truth Neil Douglas,Terry Wykowski,2025-06-08 Truth is deeply consequential truth is the fundamental requirement for justice in a court of law for addressing threats to democracy and good governance climate change inequality racism poverty gun violence conflict among nations and weapons of mass destruction Commitment to truth underpins any effort to overcome ignorance obfuscation propaganda fallacy and a culture burdened with disinformation But while we are influenced by claims of truth we don t always know what truth is and how much it matters While sustaining a standard of truth has always been difficult a perfect storm of declining commitment to fact based media practices and patterns of normalized dishonesty seems to have emerged It has been said that truth is not dying it s being killed Given that we are constrained in our ability to act in defense of what we don t understand the authors aim to set out a coherent and comprehensive account of the meaning and implications of truth in the range of contexts that are meaningful for us as individuals as civilized societies and as a species Choosing Truth explores truth in its multiple dimensions and manifestations and presents novel and pragmatic concepts that integrate the content and application of truth seeking approaches This important and timely new book can act as a text or supplemental reading in practical philosophy but also in an array of disciplines where truth is deeply meaningful such as education political science public policy management journalism and environmental science Choosing Truth can also be used by organizational change agents seeking to foster learning and adaptation in organizations

The Ideology of Managerialism Thomas Klikauer,2025-05-28 The term managerialism is widely used not only in the world of business and government and this book details the theory behind the illusive idea It distinguishes between management and managerialism and highlights the two groups pushing managerialism namely corporate apparatchiks and the apostles of managerialism and outlines twelve key ideas shaping managerialism These twelve ideas range from profits to ideology from economic growth and markets to business ethics and corporate social responsibility from quantification to dehumanisation from exploitation to short termism environmentalism and homogenisation Ultimately this research volume illuminates the pathologies of managerialism and its impact on society business government and the defining issue of our time global warming The objective of this book is to move simply beyond using the term managerialism by creating a better understanding of it This means exploring the theory behind managerialism as well as the ideologies that define it It will be of value to researchers academics practitioners and students looking to gain a deeper understanding of

managerialism and how managerialism can be overcome with particular interest to those in the fields of critical management studies leadership corporate governance and organisational studies *Library Acquisitions List* Martin P. Catherwood Library,1999 **The British National Bibliography** Arthur James Wells,2000 *Proceedings of the International Conference on Marching Beyond the Libraries (ICMBL): Leadership, Creativity, and Innovation (ICMBL 2024)* Bijayalaxmi Rautaray,Dillip K. Swain,Chandrakant Swain,2025-06-16 This is an open access book The International Conference theme Marching Beyond the Libraries Leadership Creativity and Innovation encapsulates the dynamic evolution of libraries as crucial hubs of knowledge in the contemporary global landscape This thought provoking theme reflects the imperative for libraries to transcend traditional roles embrace transformative leadership foster creativity and drive innovation in order to remain relevant and impactful in an ever changing world

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Beyond Reductionism Gateways For Learning And Change Introduction

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