

ALEXANDRA MICHEL | STANTON WORTHAM



BULLISH ON UNCERTAINTY

HOW ORGANIZATIONAL CULTURES
TRANSFORM PARTICIPANTS

Bullish On Uncertainty How Organizational Cultures Transform Participants

Alexandra Michel, Stanton Wortham



Bullish On Uncertainty How Organizational Cultures Transform Participants:

Bullish on Uncertainty Alexandra Michel, 2009 Studies how two highly successful Wall Street investment banks managed the uncertainty of their high velocity environment through different work practices *Bullish on Uncertainty* Alexandra Michel, Stanton Wortham, 2008-11-10 *Bullish on Uncertainty* provides rare insight into the secretive world of Wall Street high finance which has shaped influential business governmental and cultural leaders and keeps supplying new business practices to other organizations in dynamic and complex environments The book studies how two highly successful Wall Street investment banks managed the uncertainty of their high velocity environment through different work practices One bank chose the familiar route of decreasing bankers uncertainty The other bank used the novel and effective practice of increasing bankers uncertainty to make them more alert to new situations and more likely to draw on the bank's entire range of resources Through vivid accounts of newcomers during their first two years the book traces how the two banks initially similar participants were transformed into fundamentally different kinds of persons by the different kinds of work practices in which they participated

Listening to Teach Leonard J. Waks, 2015-10-14 First book to offer a survey of pedagogical listening in conventional and alternative methodologies What happens when teachers step back from didactic talk and begin to listen to their students After decades of neglect we are currently witnessing a surge of interest in this question *Listening to Teach* features the leading voices in the recent discussion of listening in education These contributors focus close attention on the key role of teachers as they move away from didactic talk and begin to devise innovative pedagogical strategies that encourage active listening by teachers and also cultivate active listening skills in learners Twelve teaching approaches are explored from Reggio Emilia's project method and Paulo Freire's pedagogy of the oppressed to experiential learning and philosophy for children Each chapter offers a brief explanation of one of these approaches its background the problems it aims to resolve the educators who have pioneered it and its treatment of listening The chapters conclude with ideas and suggestions drawn from these pedagogies that may be useful to classroom teachers

Communication and Organizational Culture Joann Keyton, 2011 Rev ed of *Communication organizational culture* c2005 *Culturology: Using Organizational Culture for Strategic Growth* Stephen P. Campodonico, 2011-10-20 What if one of the most strategic steps we can take for our organization's growth wasn't a great vision a wonderful business plan or developing new products and markets What if there was an essential step that we needed to take first *Culturology* not only explains what organizational culture is but also how developing the best culture for your business may be one of the most strategic steps you can take for your organization and team to experience future growth *Culturology* will help leaders and teams gain insight into developing the culture they need for sustainable growth What's underneath impacts everything

The Moment You Can't Ignore Malachi O'Connor, Barry Dornfeld, 2014-10-07 Not just another day at the office or is it The surgical technician ducks as a stapler flies past his head during the concluding moments of a lengthy and difficult operation The high powered internationally known finance guru

seeks to turn fortunes around at the university of which he is now president and finds himself a leader without followers The powerful satraps silently sabotage the CEO s desperately needed growth initiative These are moments that cannot be ignored events actions comments that stop people in their tracks and in one fell swoop make it blindingly clear that an organization is stuck and unable to move forward And they have become regular occurrences in today s corporations non profits and educational institutions as new forms of work communication and technology expose the ways in which an organization s culture or the way we do things around here conflicts with new competitive demands The result telling incidents all too visible elephants in the room that reveal underlying conflicts as well as hidden assets In *The Moment You Can t Ignore* Malachi O Connor and Barry Dornfeld tell fascinating you are there stories of people and organizations as they encounter and then navigate through and beyond these un ignorable moments and show what we can learn from them They outline the big questions organizations need to ask themselves about identity leadership and the capacity to innovate that an understanding of culture can help answer and deliver powerful insights into recognizing and harnessing hidden assets that point in the direction of a new future In our age of porous organizations and constant change *The Moment You Can t Ignore* demonstrates that the adage culture eats strategy for lunch is more relevant now than ever Relational Being Kenneth J. Gergen,2009-07-30 This book builds on two current developments in psychology scholarship and practice The first centers on broad discontent with the individualist tradition in which the rational agent or autonomous self is considered the fundamental atom of social life Critique of individualism spring not only from psychologists working in the academy but also from communities of therapy and counseling The second and related development from which this work builds is the search for alternatives to individualist understanding Thus therapists such as Steve Mitchell along with feminists at the Stone Center expand the psychoanalytic tradition to include a relational orientation to therapy The present volume will give voice to the critique of individualism but its major thrust is to develop and illustrate a far more radical and potentially exciting landscape of relational thought and practice that now exists Most existing attempts to build a relational foundation remain committed to a residual form of individualist psychology The present work carves out a space of understanding in which relational process stands prior to the very concept of the individual More broadly the book attempts to develop a thoroughgoing relational account of human activity In doing so Gergen reconstitutes the mind as a manifestation of relationships and bears out these ideas in a range of everyday professional practices including family therapy collaborative classrooms and organizational psychology Open World Learning Bart Rienties,Regine Hampel,Eileen Scanlon,Denise Whitelock,2022-01-25 This book provides state of the art contemporary research insights into key applications and processes in open world learning Open world learning seeks to understand access to education structures and the presence of dialogue and support systems It explores how the application of open world and educational technologies can be used to create opportunities for open and high quality education Presenting ground breaking research from an award winning Leverhulme

doctoral training programme the book provides several integrated and cohesive perspectives of the affordances and limitations of open world learning The chapters feature a wide range of open world learning topics ranging from theoretical and methodological discussions to empirical demonstrations of how open world learning can be effectively implemented evaluated and used to inform theory and practice The book brings together a range of innovative uses of technology and practice in open world learning from 387 134 learners and educators learning and working in 136 unique learning contexts across the globe and considers the enablers and disablers of openness in learning ethical and privacy implications and how open world learning can be used to foster inclusive approaches to learning across educational sectors disciplines and countries The book is unique in exploring the complex contradictory and multi disciplinary nature of open world learning at an international level and will be of great interest to academics researchers professionals and policy makers in the field of education technology e learning and digital education The Open Access version of this book available at www.taylorfrancis.com has been made available under a Creative Commons Attribution Non Commercial No Derivatives 4 0 license

Uncertainty and Behaviour Melanie E. Kreye, 2016-04-14 Uncertainty affects us in our everyday lives and in a wide range of situations but how do individuals and indeed organisations respond to uncertainty and how does it impact their decision making and actions Based on the latest developments in academic research the author offers solid advice on how to manage uncertainty in every day life bringing a new perspective to these issues and extrapolating this to offer implications for an organisational and managerial context The author brings this emerging area of research to a wider audience by Tying together insights from various fields including psychology engineering business and management Creating a framework for usefully applying the research concepts in every day life Extrapolating insights from the psychology of individual decision makers to the organisational context and managerial decision making Creating highly applicable and impactful recommendations for how managers organisations and every day people can understand and manage uncertainty in their life The book is divided into two main parts Part I deals with the behaviour of individuals facing uncertainty and includes accessible explanations and examples of every day applications while Part II deals with behaviour in organisations facing uncertainty where insights from Part I are combined and related to the organisational and work context to explore how for example mis perceptions and decision making biases impact managerial life This is a must read for both managers and those who are seeking to better understand their own behaviour and management approach

An Invitation to Social Construction Kenneth J Gergen, 2015-04-25 This new edition of Kenneth J Gergen s celebrated text An Invitation to Social Construction is now even more accessible for students offering a clear and thorough introduction to one of the most significant movements in contemporary social science The Third Edition includes updates reflecting the many new developments in theory research and practice a more student friendly personal writing style three new chapters on education and therapy and health care and organizations key insights into how social construction can help support you in your

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