



Irrational Executive Psychoanalytic Explorations In Management

John M. T. Balmer, Stephen A. Greyser



Irrational Executive Psychoanalytic Explorations In Management:

The Irrational Executive Manfred F. R. Kets de Vries, 1984 *The Irrational Executive* Manfred F. R. Kets de Vries, 1986

The Irrational Executive Manfred F. R. Kets de Vries, 1984 *Anatomy of Psychiatric Administration* Milton

Greenblatt, 2013-06-29 When the 13 founders of the American Psychiatric Association came together in 1844 hospitals were small and the administrative aspects of a superintendent's job were relatively minor compared with their size and complexity today. Since the turn of the century administration the art and the science has become a specialty of great importance particularly in big business and government. Business recognizes fully that the success of organizational endeavors depends to a great extent on the talents and energies of top leaders. As a result industry spends huge sums of money to train promising young executives and offers generous salaries and benefits to entice them. Anyone who wants to invest in a business first asks: Who manages this organization and is this management competitive in today's marketplace? Although health is today a great industry emphasis on the executive role has lagged behind that in the general business field. In mental health circles the strong emphasis on one-to-one therapy has delayed a full appreciation of the influence of organization per se on patient care and treatment. Yet there are now many signs of change. The popularization of behavioral science and the rise of social and community psychiatry have brought organizational considerations forward. We are increasingly concerned with the human side of enterprise with worker satisfaction, group dynamics and organizational morale. Other flags have been unfurled.

The Psychoanalysis of Overcoming Suffering Paul Marcus, 2018-07-16 *The Psychoanalysis of Overcoming Suffering: Flourishing Despite Pain* offers a guide to understanding and working with a range of everyday causes of suffering from a psychoanalytic perspective. The book delineates some of the underappreciated everyday facets of the troubling and challenging psychological experiences associated with love, work, faith, mental anguish, old age and psychotherapeutic caregiving. Examining both the suffering of the patient and therapist, Paul Marcus provides pragmatic insights for changing one's way of being to make suffering sufferable. Written in a rich but accessible style, one that draws from ancient wisdom and spirituality, *The Psychoanalysis of Overcoming Suffering* provides an essential guide for psychoanalysts and psychotherapists and their clients and will also appeal to anyone who is interested in understanding how we suffer, why we suffer and what we can do about it.

The Psychoanalysis of Career Choice, Job Performance, and Satisfaction Paul Marcus, 2017-01-20 Freud said that love and work are the central therapeutic goals of psychoanalysis, the twin pillars for a sound mind and for living the good life. While psychoanalysis has masterfully contributed to understanding the experience of love, it has only made a modest contribution to understanding the psychology of work. This book is the first to explore fully the psychoanalysis of work, analysing career choice, job performance and job satisfaction with an eye toward helping people make wiser choices that bring out the best in themselves, their colleagues and their organization. The book addresses the crucial questions concerning work: how does one choose the right career? what qualities contribute to excellence in performance? how

best to implement and cope with organizational change and what capacity and skills does one need to enjoy every day work Drawing on psychoanalytic thinking vocational counseling organizational psychology and business studies The Psychoanalysis of Career Choice Job Performance and Satisfaction will be invaluable in clinical psychoanalytic work as well as for mental health professionals scholars career counselors and psychologists looking for a deeper understanding of work based issues

The Bass Handbook of Leadership Bernard M. Bass, Ruth Bass, 2009-12-01 For thirty three years and through three editions Bass Stogdill's Handbook of Leadership has been the indispensable bible for every serious student of leadership Since the third edition came out in 1990 the field of leadership has expanded by an order of magnitude This completely revised and updated fourth edition reflects the growth and changes in the study of leadership over the past seventeen years with new chapters on transformational leadership ethics presidential leadership and executive leadership Throughout the Handbook the contributions from cognitive social psychology and the social political communications and administrative sciences have been expanded As in the third edition Bernard Bass begins with a consideration of the definitions and concepts used and a brief review of some of the betterknown theories Professor Bass then focuses on the personal traits tendencies attributes and values of leaders and the knowledge intellectual competence and technical skills required for leadership Next he looks at leaders socioemotional talents and interpersonal competencies and the differences in these characteristics in leaders who are imbued with ideologies especially authoritarianism Machiavellianism and self aggrandizement A fuller examination of the values needs and satisfactions of leaders follows and singled out for special attention are competitiveness and the preferences for taking risks In his chapters on personal characteristics Bass examines the esteem that others generally accord to leaders as a consequence of the leaders personalities The many theoretical and research developments about charisma over the past thirty years are crucial and are explored here in depth Bass has continued to develop his theory of transformational leadership the paradigm of the last twenty years and he details how it makes possible the inclusion of a much wider range of phenomena than when theory and modeling are limited to reinforcement strategies He also details the new incarnations of transformational leadership since the last edition Bass has greatly expanded his consideration of women and racial minorities both of whom are increasingly taking on leadership roles A glossary is included to assist specialists in a particular academic discipline who may be unfamiliar with terms used in other fields Business professors and students executives in every industry and politicians at all levels have relied for years on the time honored guidance and insight afforded by the Handbook

Handbook of Bureaucracy Ali Farazmand, 2018-12-13 This encyclopedic reference text provides an analysis of the basic issues and major aspects of bureaucracy bureaucratic politics and administrative theory public policy and public administration in historical and contemporary perspectives Examining theoretical philosophical and empirical interpretations as well as the intricate position of b

Personality and Performance Robert Spillane, John Martin, 2005 This book of psychology is written by two psychologists for managers and

students of management It consists of a two pronged approach First it analyzes the work of psychologists who have adopted a scientific perspective In management this means treating people as predictable objects Second it offers an alternative to scientific psychology that treats people as purposive subjects The purpose of this psychology is as a psychology of self determination to enable working people to gain insight into and mastery of themselves To achieve this requires new foundations for managerial psychology based on purpose choice freedom and responsibility This book is an attempt to clarify certain ideas about managerial psychology and to suggest a new direction Creative Consulting Anthony F. Buono,2006-08-01

Handbook of Research on Innate Leadership Characteristics and Examinations of Successful First-Time Leaders Guah, Matthew Waritay,2021-02-05 For hundreds of years different leadership theories have been explored to try to explain exactly how and why certain people become great leaders Research spans a discussion of personality traits the characteristics of the situation at hand and qualifications of the leader to try to determine what causes people to become more likely than others to take charge This can be in various settings CEOs presidents and prime ministers managing directors governors senators head coaches and more Through the examination of first time leadership new theories and ideas on leadership are explored The Handbook of Research on Innate Leadership Characteristics and Examinations of Successful First Time Leaders is a comprehensive reference source that focuses on what qualities distinguish first time leadership from traditional leaders while furthering leadership theories that look at other variables such as situational factors knowledge base skill levels etc It reviews the various approaches used by first time leadership and how each of them uniquely approaches effective leadership key outcomes and the strengths and weaknesses of each approach Furthermore it distinguishes between the traditional route for leadership the gradual moving up of an individual over time to higher positions and a first time leadership in which an individual begins right away in a position without climbing the professional ladder This book will attempt to draw lessons from existing first time leadership experience and provide evidence for the appropriateness of such a route to leadership Topics highlighted include transformational leadership political leaders ethical and unethical leadership and leadership development This book is ideal for young professionals leaders executives managers graduate students practitioners government officials researchers academicians and students

Formational Leadership Marcus K. Kilian,2018-07-17 This book addresses the problem of toxic leadership in Christian contexts Toxic leadership behaviors of narcissistic and obsessive compulsive leaders will be emphasized To counteract toxic Christian leadership this book proposes a leadership development model called formational leadership which is based mostly on Wesleyan spirituality but also includes monastic and Pentecostal spiritualities Formational leadership is an eclectic leadership development model that includes components of transformational authentic and primal leadership approaches Formational leadership emphasizes the spiritual emotional and ethical development processes in the leader and includes an analysis of orthokardia orthodynamis and orthopraxis These components have a circular relationship with one another

Orthokardia includes the concepts of spiritual and emotional maturity that a Christian leader needs to develop in order to become an ethical and effective leader Orthodynamis includes right power and influence motives based on Christian affections that should inform formational leadership Orthopraxis refers to right and just leadership behaviors informed by Wesley's social holiness and justice values that need to be adopted as organizational core values The implications of these components for leadership development are outlined in chapters 4-6 that include practical steps for helping toxic leaders change their dysfunctional and harmful intentions and behaviors

The Leader on the Couch Manfred F. R. Kets de Vries, 2011-01-31 Despite the proven benefits of emotional intelligence organizational life has typically been hostile to the inner world of feeling Rationality is deemed superior to feeling which can contaminate judgment But without feeling there is no passion and no action This book sets out to change people and organizations for the better by revealing the dark side of leadership behaviour and its impact on performance Tapping into the startling parallels between the journey to emotional intelligence the process of psychoanalysis the practice of leadership coaching and the Zen journey to enlightenment renowned thinker Manfred Kets de Vries helps executives consultants and coaches to peel back the layers of self deception and reveal how inner personality largely hard wired since early childhood affects the way they lead and manage others

Organizations in Depth Yiannis Gabriel, 1999-10-19 This book is a comprehensive and systematic examination of the insights psychoanalysis can offer to the study of organizations and organizational behaviour Richly illustrated with examples Yiannis Gabriel's exhaustive study provides fresh understandings of the role of creativity control mechanisms leadership culture and emotions in organizations Core theories are explained at length and there is a chapter on research strategies Extensive reference is made to practical cases and there is a review of the key debates

Blind Trust Vamik Volkan, 2014-07-01 Blind Trust is the culmination of more than three decades of profound immersion in the most pressing sociopolitical conflicts of our time by the psychoanalyst with probably the most direct experience with such issues of any in the world Author Vamik Volkan applies his knowledge of depth psychology to the turbulent and destructive human experiences in the current cauldrons of the greatest unrest and disaster throughout Europe Asia and the Middle East Illuminating the etiologic bases of war revolution massacres and terror as these have disturbed the world from ancient times to modern civilization his voice speaks for the imperative of reason and the application of modern analytic knowledge for conflict resolution at the highest levels The subjects are large groups and their leaders windows into the lives of the Prophet Muhammad Stalin Milosevic Osama Bin Laden and David Koresh are interspersed with examinations of religion and fundamentalism and a sober study of suicide attackers Volkan's detailed and scholarly description of regressive movements in large group identities complemented by an equal attention to progressive and creative reparative forces represents a significant expansion of our understanding of group psychology

Essentials of Corporate Communication Cees B.M. Van Riel, Charles J. Fombrun, 2007-08-07 This lively and engaging new book addresses a topical and important area of study

Helping readers not only to understand but also to apply the most important theoretical notions on identity identification reputation and corporate branding it illustrates how communicating with a company's key audience depends upon all of the company's internal and external communication. The authors leading experts in this field provide students of corporate communication with a research based tool box to be used for effective corporate communications and creating a positive reputation. *Essentials of Corporate Communication* features original examples and vignettes drawn from a variety of US European and Asian companies with a proven record of successful corporate communication thus offering readers best practice examples. Illustrations are drawn from such global companies as Virgin, IKEA, INVE and Lego. Presenting the most up to date content available it is a must read for all those studying and working in this field.

The Bush Presidency Dilys M. Hill, Phil Williams, 2016-07-27 The four years of the Bush presidency cover a momentous era in American and world history. In international affairs the events in Eastern Europe and the then Soviet Union in late 1989 gave the President a high profile. The advent of the New World Order made the United States pre eminent the triumph of the West was assured with the added bonus of the peace dividend as arms control agreements and defense savings seemed imminent. The President's personal popularity flourished in this climate and reached a new peak with the triumph of the allied forces in the Gulf War. The Gulf conflict saw Bush at his most decisive firm in his moral stance skilled in his action to bring together allied support backed by the United Nations and confident in his handling of public opinion.

Executive Advantage Jacqui Grey, 2013-02-03 The pressures on executives to succeed both internal and external are intense. They are constantly fighting to make sense of their changing worlds and to make the right decisions for themselves their teams and their business. *Executive Advantage* gives ambitious leaders the powerful strategies they need to become authentic 21st century leaders. It makes sense of the complexities faced by organizations especially in the face of aggressive growth or conversely recession and downsizing. Any change presents challenges and it's the leader's role to tackle these head on. Understanding human needs and the consequences of not meeting these needs is key to effective handling of change conflict and executive gremlins the barriers and sticking points that can get in the way of optimal business performance. Leadership expert Jacqui Grey presents a 10 step solution for leaders who are looking to make a real difference in their business.

Revealing the Corporation John M. T. Balmer, Stephen A. Greyser, 2003 An international and multidisciplinary collection edited by pioneers in the field this work captures the quintessence of the corporation and its many inner and outer manifestations presenting readers with a new approach to the subject area. Fully revised and updated with the original contributions contextualized by the editors analyses and commentary to draw them together into a coherent whole this anthology affords readers a new way of comprehending organizations. This new edition features a new introductory section to branding and public relations contextualizing the rest of the volume new case vignettes for each section with enhanced pedagogy to enable reader reflection on the themes examined new readings and an updated Harvard style case study revised and updated commentary and analysis from the

editors Filled with illuminating articles that stem from the 1950s to the present day highlighting both practitioner and scholarly perspectives on the subject this reader is an essential text for all students of marketing reputation business and corporate strategy public relations communications and branding **Personnel Literature** United States. Office of Personnel Management. Library,1985

Irrational Executive Psychoanalytic Explorations In Management Book Review: Unveiling the Power of Words

In a world driven by information and connectivity, the energy of words has been more evident than ever. They have the ability to inspire, provoke, and ignite change. Such may be the essence of the book **Irrational Executive Psychoanalytic Explorations In Management**, a literary masterpiece that delves deep into the significance of words and their effect on our lives. Written by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we will explore the book's key themes, examine its writing style, and analyze its overall effect on readers.

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