

The SAGE Handbook of
**Organizational
Discourse**



Edited by
David Grant, Cynthia Hardy
Cliff Oswick and Linda Putman



Handbook Of Organizational Discourse

**Chris Steyaert, Julia Nentwich, Patrizia
Hoyer**



Handbook Of Organizational Discourse:

The SAGE Handbook of Organizational Discourse David Grant,2004-08-24 Providing an overview of domains such as study methodologies and perspectives used in research this text shows how discourse analysis has moved beyond its roots in literary theory to become an important approach in the study of organizations

Organizational Discourse Francois Cooren,2015-01-06 How can we study organizations from a discursive perspective What are the characteristics strengths and weaknesses of each perspective on organizational discourse To what extent do discourse and communication constitute the organizational world This accessible book addresses these questions by showing how classical organizational themes objects and questions can be illuminated from various discursive perspectives Six approaches are presented and explained semiotics rhetoric speech act theory conversation analysis ethnomethodology narrative analysis and critical discourse analysis These six perspectives are then mobilized throughout the book to study coordination and organizing organizational culture and identity as well as negotiation decision making and conflicts in the context of meetings The unifying thread of this volume is the communicative constitutive approach CCO to organizations as implicitly or explicitly advocated by the great majority of organizational discourse analysts and theorists today Throughout *Organizational Discourse* this theme will help readers distinguish between discursive perspectives and other approaches to organizational life and to understand how discourse matters in organizations

Elgar Introduction to Organizational Discourse Analysis Marco Berti,2017-01-27 Our knowledge and understanding of organizations is both enabled and constrained by invisible relationship of power that are embedded in the ways in which we act and speak The notion of discourse has been used by many authors to describe and study these phenomena and this volume offers a succinct but comprehensive introduction to the vast field of critical organizational discourse analysis Targeted at graduate and doctoral students and at non specialist academic who need to familiarize with the academic debate on the subject the book harnesses the power of metaphors to describe the many faces of discourse

Discourse, Interpretation, Organization Loizos Heracleous,2006-10-26 This much needed systematic 2006 exploration of the emerging field of organizational discourse addresses scholarly perspectives as well as empirical applications of the concepts The interpretive functional critical and structurational perspectives are examined in detail and application chapters illustrate how discourse theory can be employed in field research

[The Routledge Handbook of Organizational Leadership Communication](#) Guowei Jian,Gail T. Fairhurst,2025-04-30 This handbook captures a rapidly developing body of scholarship to map out the terrain of leadership communication and stimulate interdisciplinary dialogue among leadership communication scholars for future research The Routledge Handbook of Organizational Leadership Communication surveys various areas of leadership communication critically assesses their development and proposes guidance for future research It begins by addressing prominent theories or emerging theoretical perspectives that help conceptualize leadership communication ranging from collective leadership approaches and critical perspectives to theories

of practice and communicative constitution of organization The second section focuses on reviewing the latest research on leadership communication in various organizational contexts such as work teams hybrid and virtual work contexts and interorganizational collaboration Informed by diverse theoretical perspectives chapters in the final section examine the practice of leadership communication in dealing with both common and novel organizing challenges and processes for example the formation and execution of organizational vision and strategies the use of emerging media technologies and organizational decision making The handbook will be an indispensable resource for researchers and advanced students in leadership communication and leadership studies and practicing managers and consultants in leadership and communication training and development

The Handbook of Organizational Rhetoric and Communication Oyvind Ihlen, Robert L. Heath, 2018-05-10 A one stop source for scholars and advanced students who want to get the latest and best overview and discussion of how organizations use rhetoric While the disciplinary study of rhetoric is alive and well there has been curiously little specific interest in the rhetoric of organizations This book seeks to remedy that omission It presents a research collection created by the insights of leading scholars on rhetoric and organizations while discussing state of the art insights from disciplines that have and will continue to use rhetoric Beginning with an introduction to the topic The Handbook of Organizational Rhetoric and Communication offers coverage of the foundations and macro contexts of rhetoric as well as its use in organizational communication public relations marketing management and organization theory It then looks at intellectual and moral foundations without which rhetoric could not have occurred discussing key concepts in rhetorical theory The book then goes on to analyze the processes of rhetoric and the challenges and strategies involved A section is also devoted to discussing rhetorical areas or genres namely contextual application of rhetoric and the challenges that arise such as strategic issues for management and corporate social responsibility The final part seeks to answer questions about the book's contribution to the understanding of organizational rhetoric It also examines what perspectives are lacking and what the future might hold for the study of organizational rhetoric Examines the advantages and perils of organizations that seek to project their voices in order to shape society to their benefits Contains chapters working in the tradition of rhetorical criticism that ask whether organizations rhetorical strategies have fulfilled their organizational and societal value Discusses the importance of obvious traditional nuanced and critically valued strategies such as rhetorical interaction in ways that benefit discourse Explores the potential risks paradoxes and requirements of engagement Reflects the views of a team of scholars from across the globe Features contributions from organization centered fields such as organizational communication public relations marketing management and organization theory The Handbook of Organizational Rhetoric and Communication will be an ideal resource for advanced undergraduate students graduate students and scholars studying organizational communications public relations management and rhetoric

The SAGE Handbook of Organizational Communication Linda L. Putnam, Dennis K. Mumby, 2013-11-04 Organizational communication as a field of study has grown

tremendously over the past thirty years This growth is characterized by the development and application of communication perspectives to research on complex organizations in rapidly changing environments Completely re conceptualized The SAGE Handbook of Organizational Communication Third Edition is a landmark volume that weaves together the various threads of this interdisciplinary area of scholarship This edition captures both the changing nature of the field with its explosion of theoretical perspectives and research agendas and the transformations that have occurred in organizational life with the emergence of new forms of work globalization processes and changing organizational forms Exploring organizations as complex and dynamic the Handbook brings a communication lens to bear on multiple organizing processes **The Sage**

Handbook of Organizational Research Methods Professor David Buchanan, Professor Alan Bryman, 2009-05-01 The SAGE Handbook of Organizational Research Methods provides a rich resource for organizational researchers locating the technical aspects of organizational research in the wider context of the relevant personal epistemological theoretical historical ethical and political issues David Buchanan and Alan Bryman have gathered together many of the world's leading writers on theory method and analysis in organizational research and have made this the most comprehensive and cutting edge volume in this ever growing field **The Routledge Handbook of the Communicative Constitution of Organization** Joëlle

Basque, Nicolas Bencherki, Timothy Kuhn, 2022-04-24 This Handbook offers state of the art scholarship on the perspective known as the Communicative Constitution of Organization CCO Offering a unique outlook on how communication accounts for the emergence change and continuity of organizations and organizing practices this Handbook systematically exposes the theoretical and methodological underpinnings of CCO displays its empirical diversity and articulates its future trajectory Placing communication firmly at the centre of the organizational equation an international team of expert authors covers The key theoretical inspirations and the main themes of the field The debates that animate the CCO community CCO's methodological approaches How CCO handles classic management themes Practical applications Offering a central statement of CCO's contributions to the fields of organization studies communication and management this Handbook will be of interest to organization studies and communication scholars faculty and graduate and advanced undergraduate students as well as anyone associated with CCO theorizing seeking a comprehensive overview of the theoretical methodological and practical tenets of this growing area Chapter 5 of this book is freely available as a downloadable Open Access PDF under a Creative Commons Attribution Non Commercial No Derivatives 4.0 license <https://www.taylorfrancis.com/chapters/oa-edit/10.4324/9781003224914-7/communicative-constitution-world-a-luhmannian-view-communication-organizations-society-michael-grothe-hammer-context> ubx:refId=6fe411e1-fbed-41c9-8d95-03ca74450c1d **The Oxford Handbook of Organizational**

Paradox Wendy K. Smith, Marianne W. Lewis, Paula Jarzabkowski, Ann Langley, 2017-09-07 The notion of paradox dates back to ancient philosophy yet only recently have scholars started to explore this idea in organizational phenomena Two decades ago a handful of provocative theorists urged researchers to take seriously the study of paradox and thereby deepen our

understanding of plurality tensions and contradictions in organizational life Studies of organizational paradox have grown exponentially over the past two decades canvassing varied phenomena methods and levels of analysis These studies have explored such tensions as today and tomorrow global integration and local distinctions collaboration and competition self and others mission and markets Yet even with both the depth and breadth of interest in organizational paradoxes key issues around definitions and application remain This Handbook seeks to aid engage and fuel the expanding interest in organizational paradox Contributions to this volume depict how paradox studies inform and are informed by other theoretical perspectives while creating a resource that enables scholars to learn about and apply this lens across varied organizational phenomena The increasing complexity volatility and ambiguity in our world continually surfaces paradoxical dynamics Thus this Handbook offers insights to scholars across organizational theory

A Guide to Discursive Organizational

Psychology Chris Steyaert, Julia Nentwich, Patrizia Hoyer, 2016-11-25 This book offers a lively illustration of the dynamic relationship between discourse and organizational psychology Contributions include empirically rich discussions of both traditional and widely studied topics such as resistance to change inclusion and exclusion participation multi stakeholder collaboration and diversity management as well as newer research areas such as language negotiations work time arrangements technology development and change as intervention

Organizational Discourse Studies

David Grant, Cynthia Hardy, Linda L Putnam, 2011-01-19 Work on organizational discourse studies has mushroomed in the past several decades spanning various disciplines and encompassing a wide array of organizational topics In contrast to micro level studies of individual language and communication Organizational Discourse Studies a three volume collection focuses on discourse at organizational levels and is an invaluable resource to anyone interested in how methods of discourse analysis can be applied to gain insight into the workings of an organization Assembled and introduced by an international editorial team of leading scholars in the area each volume builds on the foundations of the last Volume one traces the evolution and current state of theoretical developments in organizational discourse studies showing how its methodological foundations have evolved with the social sciences as a whole Volume two teaches the reader the key techniques used in discourse analysis in organizations and volume three provides examples of empirical studies where these methods have created an understanding of specific organizational phenomena including emotion humor change and resistance

Dialogic

Organization Development Gervase R. Bushe, Robert J. Marshak, 2015-05-26 A Dynamic New Approach to Organizational Change Dialogic Organization Development is a compelling alternative to the classical action research approach to planned change Organizations are seen as fluid socially constructed realities that are continuously created through conversations and images Leaders and consultants can help foster change by encouraging disruptions to taken for granted ways of thinking and acting and the use of generative images to stimulate new organizational conversations and narratives This book offers the first comprehensive introduction to Dialogic Organization Development with chapters by a global team of leading scholar

practitioners addressing both theoretical foundations and specific practices

Genre Studies Around the Globe Natasha Artemeva, 2016-03-13 Genre Studies around the Globe Beyond the Three Traditions exemplifies rich and vibrant international scholarship in the area of non literary genre studies in the early 21st century Based on the Genre 2012 conference held in Ottawa Canada the volume brings under one cover the three Anglophone traditions English for Specific Purposes the Sydney School Rhetorical Genre Studies and the approaches to genre studies developed in other national linguistic and cultural contexts Brazilian Chilean and European The volume contributors investigate a variety of genres ranging from written to spoken to multimodal and discuss issues central to the field of genre studies genre conceptualization in different traditions its theoretical underpinnings the goals of genre research and pedagogical implications of genre studies This collection is addressed to researchers teachers and students of genre who wish to familiarize themselves with current international developments in genre studies

Qualitative Methodology Jane Mills, Melanie Birks, 2014-01-20 Fresh insightful and clear this exciting textbook provides an engaging introduction to the application of qualitative methodology in the real world Expert researchers then trace the history and philosophical underpinnings of different methodologies explore the specific demands each places upon the researcher and robustly set out relevant issues surrounding quality and rigor Featured methodologies include action research discourse analysis ethnography grounded theory case studies and narrative inquiry This practical book provides a helpful guide to the research process it introduces the relevant methods of generating collecting and analysing data for each discrete methodology and then looks at best practice for presenting findings This enables new researchers to compare qualitative methods and to confidently select the approach most appropriate for their own research projects Key features include Summary table for each chapter allowing quick checks to test knowledge Window into sections real world examples showing each methodology in action Student activities Learning objectives Full glossary Annotated suggestions for further reading Links to downloadable SAGE articles Links to relevant websites and organizations This is an invaluable resource for students and researchers across the social sciences and a must have guide for those embarking on a research project

Redesigning Organizational Sustainability Through Integrated Reporting Fabrizio Granà, 2020-11-25 This book explores the role of accounting and reporting practices such as corporate and integrated reports as organizations attempt to represent sustainability By relying upon the case of a large international oil and gas company and its recent development of integrated reporting this book argues that the ambiguity of sustainability as a concept and the impossibility to fully capture it through accounting and reporting practices does not mean that any attempt to represent it inevitably leads to distortion or obfuscates reality Rather the way in which this concept is presented through accounting and reporting practices can have a constructive effect on the organization through the aspirations that these representations entail The book demonstrates that accounting and reporting practices such as integrated reporting are not expected to offer complete representations of organizations sustainability Rather these practices offer a number of representations e g graphs

diagrams tables grid that affect the way in which organizations understand and report on sustainability changing its meaning over time Finally this study demonstrates that undefined concepts such as sustainability and practices such as integrated reporting mutually construct each other The attempt to represent sustainability within the organization and the debates that this process generates make accounting and reporting practices unfold themselves and evolve The book will be of interest to scholars in the field of accounting management and sustainability as well as practitioners from a wide array of additional fields such as planning and control organizations strategy business ethics corporate social responsibility and corporate reporting

The Routledge Companion to Organizational Change David Boje, Bernard Burnes, John Hassard, 2012-10-02 Organizations change They grow they adapt they evolve The effects of organizational change are important varied and complex and analyzing and understanding them is vital for students academics and researchers in all business schools The Routledge Companion to Organizational Change offers a comprehensive and authoritative overview of the field The volume brings together the very best contributors not only from the field of organizational change but also from adjacent fields such as strategy and leadership These contributors offer fresh and challenging insights to the mainstream themes of this discipline Surveying the state of the discipline and introducing new cutting edge themes this book is a valuable reference source for students and academics in this area

Cambridge Handbook of Research Approaches to Business Ethics and Corporate Responsibility Patricia H. Werhane, R. Edward Freeman, Sergiy Dmytriyev, 2017-11-16 While there is a large and ever expanding body of work on the fields of business ethics and corporate social responsibility CSR there is a noted absence of a single source on the methodology and research approaches to these fields In this book the first of its kind leading scholars in the fields gather to analyse a range of philosophical and empirical approaches to research in business ethics and CSR It covers such sections as historical approaches normative and behavioural methodologies quantitative qualitative and experimental perspectives grounded theory and case methodologies and finally a section on the role of the researcher in research projects This book is a valuable and essential read for all researchers in business ethics and CSR not only for those starting out in the fields but also for seasoned scholars and academics

Discursive Leadership Gail Fairhurst, 2007-02-16 2007 National Communication Association Organizational Communication Division Best Book Award Citing the well known adage that there are as many definitions of leadership as there are leadership scholars Fairhurst acknowledges the contributions which psychologists have made to leadership research before probing the inevitable limitations to their formidable body of work Fairhurst's work is also thought provoking on the issue of authenticity on the part of leaders HUMAN RELATIONS Discursive Leadership In Conversation with Leadership Psychology presents a new groundbreaking way for scholars and graduate students to examine and explore leadership Differing from a psychological approach to leadership which tries to get inside the heads of leaders and employees author Gail Fairhurst focuses on the social or communicative aspects between them A discursive approach to leadership introduces a host of

relatively new ideas and concepts and helps us understand leadership's changing role in organizations

Key Features

- Compares and contrasts discursive leadership with leadership psychology
- This comparison facilitates a clearer definition of discursive leadership
- Presents new ways to study leadership
- By treating each discourse concept as a heuristic device and supporting each concept with examples, new ways to study leadership are introduced by focusing on key concepts from the organizational discourse literature
- Addresses some key challenges within leadership psychology
- Each chapter begins with an ongoing debate in leadership psychology and illustrates how a discursive approach can join that debate
- Charismatic leadership, leader-member exchange, authentic leadership are just a few of the examples
- Offers reactions from leadership psychologists
- Leadership psychologists and other discourse scholars respond to the author's proposed conversation between them, broadening the debate and introducing new perspectives
- Provides quick reviews and extended examples

The book includes critical summaries at the end of each chapter and easy-to-reference appendices.

Intended Audience

This book helps scholars, researchers, and practitioners understand the complexities of leadership as it continues to evolve due to such influences as globalization, technology change, and democratization of the workplace. It is also an excellent text for graduate courses such as Leadership, Rhetoric of Leadership, Interpretive Studies of Organizational Communication, Organizational Communication, and Leadership Communication in the departments of communication, business management, psychology, and educational administration.

Organization as Communication

Steffen Blaschke, Dennis Schoeneborn, 2016-12-08

The idea that communication constitutes organization (CCO) provides a unique perspective to organization studies by highlighting the fundamental and formative role of communication for organizational phenomena of various kinds. The book features original works that address the idea of organization as communication in the light of other theories, related concepts, as well as the tension between strategy and emergence. The first set of chapters discusses the idea of organization communication in the light of critical works of European scholars Habermas, Honneth, and Gether. The second set of chapters reflects on a range of concepts such as institutions, routines, and leadership from a CCO perspective. The final set of chapters examines the tension between strategic and emergent communication by drawing on new methodology and empirical evidence. The chapters are set into dialogue with some of the most prominent proponents of CCO scholarship. The book offers an important contribution to CCO thinking by adding European perspectives on organization as communication. It connects the primarily North American approach and European traditions of theoretical thought to existing debates in communication and organization studies.

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Table of Contents Handbook Of Organizational Discourse

1. Understanding the eBook Handbook Of Organizational Discourse
 - The Rise of Digital Reading Handbook Of Organizational Discourse
 - Advantages of eBooks Over Traditional Books
2. Identifying Handbook Of Organizational Discourse
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Handbook Of Organizational Discourse
 - User-Friendly Interface
4. Exploring eBook Recommendations from Handbook Of Organizational Discourse

- Personalized Recommendations
- Handbook Of Organizational Discourse User Reviews and Ratings
- Handbook Of Organizational Discourse and Bestseller Lists
- 5. Accessing Handbook Of Organizational Discourse Free and Paid eBooks
 - Handbook Of Organizational Discourse Public Domain eBooks
 - Handbook Of Organizational Discourse eBook Subscription Services
 - Handbook Of Organizational Discourse Budget-Friendly Options
- 6. Navigating Handbook Of Organizational Discourse eBook Formats
 - ePub, PDF, MOBI, and More
 - Handbook Of Organizational Discourse Compatibility with Devices
 - Handbook Of Organizational Discourse Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Handbook Of Organizational Discourse
 - Highlighting and Note-Taking Handbook Of Organizational Discourse
 - Interactive Elements Handbook Of Organizational Discourse
- 8. Staying Engaged with Handbook Of Organizational Discourse
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Handbook Of Organizational Discourse
- 9. Balancing eBooks and Physical Books Handbook Of Organizational Discourse
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Handbook Of Organizational Discourse
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Handbook Of Organizational Discourse
 - Setting Reading Goals Handbook Of Organizational Discourse
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Handbook Of Organizational Discourse

- Fact-Checking eBook Content of Handbook Of Organizational Discourse
- Distinguishing Credible Sources

13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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