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Delorese Ambrose, Ed.D.

Healing The Downsized Organization

Eugene McKenna



Healing The Downsized Organization:

Healing the Downsized Organization Delores Ambrose, 2010-04-28 Healing the Downsized Organization is for managers and employees who must make sense of dramatically changed workplaces after reengineering restructuring or downsizing Here are best practices from those who are successfully reinventing their organizations and re creating healthy workplaces Documented examples from executives managers and employees who have bounced back from this challenge reveal how they minimized pain during downsizing and discovered promising possibilities for changed employer employee relationships Dramatic profiles of four organizations representing manufacturing media journalism education and health care provide lessons you can practice today whether downsizing is unfolding now or whether it looms in the future From interviews with CEOs managers and employees you will understand how individuals at all levels have handled the tension between personal and organizational goals managed the human struggles and achieved victories as they cut costs and redeployed resources to face competition or changing market conditions You will learn how these companies and individuals coped with downsizing including how survivors regained momentum focus and job satisfaction after downsizing what kinds of company employee interactions allowed trust to be rebuilt how managers succeeded in balancing the concerns of those who left and those who stayed ways to be an effective leader in the transitional period approaches to forge a new employer employee social contract for the emerging workplace Healing the Downsized Organization is the recovery book for the downsizing of America

Healing the Wounds David M. Noer, 2009-08-31 From the founder of layoff survivor sickness an updated edition of a book for today s downsized workforce Thoroughly revised and updated David Noer s classic book about downsized organizations has never been more relevant Reports of the most recent layoffs are making the front pages of our newspapers with frightening regularity And massive downsizing continues to reshape the face of American business But what about those who remain behind Healing the Wounds provides an antidote to the widespread malaise on the American business scene left in the wake of workforce reductions Drawing on case studies and original research David M Noer an expert frequently quoted in major media such as The Wall Street Journal and Fortune on the topic of layoffs and layoff survivor sickness provides executives human resource professionals managers and consultants with an original model and clear guidelines for revitalizing downsized organizations and the employees left behind Offers thoroughly revised edition of a book about layoffs and those who are left behind Filled with relevant case studies and recent research Written by David Noer an acclaimed expert on the topic Gives employers much needed guidance for revitalizing downsized companies

Healing the Downsized Organization Delores Ambrose, 1998-07-28 Healing the Downsized Organization is for managers and employees who must make sense of dramatically changed workplaces after reengineering restructuring or downsizing Here are best practices from those who are successfully reinventing their organizations and re creating healthy workplaces Documented examples from executives managers and employees who have bounced back from this challenge reveal how they

minimized pain during downsizing and discovered promising possibilities for changed employer employee relationships Dramatic profiles of four organizations representing manufacturing media journalism education and health care provide lessons you can practice today whether downsizing is unfolding now or whether it looms in the future From interviews with CEOs managers and employees you will understand how individuals at all levels have handled the tension between personal and organizational goals managed the human struggles and achieved victories as they cut costs and redeployed resources to face competition or changing market conditions You will learn how these companies and individuals coped with downsizing including how survivors regained momentum focus and job satisfaction after downsizing what kinds of company employee interactions allowed trust to be rebuilt how managers succeeded in balancing the concerns of those who left and those who stayed ways to be an effective leader in the transitional period approaches to forge a new employer employee social contract for the emerging workplace Healing the Downsized Organization is the recovery book for the downsizing of America The Virtuous Organization Charles C. Manz, 2008 This book focuses on a new and emerging yet as old as recorded history organizational concern virtue Virtue has recently become a topic of serious examination among organizational researchers and progressive companies who are exploring their role in creating new more holistic healthy and humane work environments With interdisciplinary insights by many of the world s leading management thinkers the book includes conceptual treatments empirical research and actual cases concerning virtuous behavior and leadership under conditions of crises and ordinary and exemplary times Until recently scholarly research paid scant attention to virtue especially in organizations The pursuit of virtue as opposed to the bottom line remained outside the acceptable domain of practising managers faced with economic pressures and stakeholder demands Concepts such as efficiency return on investment ROI and competitive advantage were emphasized over more virtuous concerns such as caring compassion integrity and wisdom The Virtuous Organization fills this void by presenting paradigm shifting insights of leading scholars that have the potential to change the face of management thinking and practice for both this and future generations **Back to Work!** Stephen Adams, 2009-10-01 Since the current recession began in December 2007 the American economy has lost a staggering total of 6 5 million jobs The unemployment rate is hovering near 10% for the first time in over a quarter century And still each month several hundred thousand more people are losing their jobs It seems as if words like hope and opportunity have gone the way of our economy For many people the very idea of unemployment not to mention the reality of it is a life changing trauma at the top of their stress list disrupting their lives and marriages and even attacking their sense of self worth For others this unenviable circumstance might well be a blessing in disguise marking the start of a new career path or even self employment It all depends on how it s handled Back to Work is a short easy to read book that will help you cope with the emotional and spiritual effects of job loss from an author who has been there Three times In Back to Work Stephen Adams speaks from experience as he helps you get from wherever you are now to your next career This little book is full of illustrations from

Stephen's own life and the lives of other successful career remodelers Leadership Delorese Ambrose, 2004-03-30

Ageing, Organisations and Management Iiris Aaltio, Albert J. Mills, Jean Helms Mills, 2017-08-16 This book explores critical perspectives on ageing in organisations and offers both managerial and workplace practices for dealing with this prominent issue. The collection provides cross-disciplinary research on the discursive and mythological aspects of ageing at work as well as recent studies of the relationship between age and innovation, talent, careers and workplace transitions. The book brings together authors from Europe, North America and Australia. By addressing current societal challenges and offering insights on ageing at work, this book will be of interest to those involved in human resource management, workplace organisation and the sociology of work. *Consultation for Organizational Change* Anthony F. Buono, David W.

Jamieson, 2010-09-01 This volume is a joint publication in the Research in Management Consulting and Contemporary Trends in Organizational Change and Development series. This dual focus reflects the reality that consulting for organizational change is a special type of management consultation, a complex field of endeavor that requires a broad range of skills and competencies. To be truly effective, change-related consulting requires a unique client-consultant relationship, a special set of consulting skills, an expertise in human and organizational systems and significant personal qualities. It is in high demand in a world full of change. Yet we still know relatively little theoretically about this type of consulting and have relatively little empirical evidence about what actually works and why. As the contributors amply illustrate, the Organization Development (OD) field has a well-developed set of frameworks, technologies and models of change. Still, we need to focus on and learn more about the role of the OD consultant as a special kind of change agent. A goal of this joint volume is to increase that specific body of knowledge and provide an illustration of much-needed collaboration in bringing all possible resources to bear on our understanding of an increasingly critical and essential form of consulting. Resizing the Organization Kenneth De

Meuse, Mitchell Lee Marks, 2003-02-03 Presented by the Society for Industrial and Organizational Psychology, this much-needed resource offers a wealth of theoretical information, best business practices and winning techniques for executives who must guide their companies through the often difficult processes of mergers, acquisitions, downsizings and other transitions. Written by top experts in the field, *Resizing the Organization* is a field guide for applying industrial and organizational psychology theories and practices to the management of change strategies. Organizing and Organizations Stephen

Fineman, David Sims, Yiannis Gabriel, 2005-05-25 This fully revised and updated edition conveys the lived experience of being and working in organisations while at the same time introducing students to key concepts, research and literature in organisational analysis. CIO, 1994-12-15 **Applied Ethics in Management** Shitangsu K. Chakraborty, Samir R.

Chatterjee, 2012-12-06 Ethical issues are emerging as the most important managerial challenge in all spheres of organizational life, from the wider issues of strategy making, finance, technology, marketing, information systems to the subtle concerns of gender demography or cultural diversity. The competitive market economy model has widened the scope for

managers in all countries to violate the fundamental values and integrity needed to maintain and enrich a civil society These violations stretch from personal lapses of bribery and corruption to the wider areas of moral questions related to an ethically grounded global business system This book grew out of a three day international workshop addressing these issues held at the Management Centre for Human Values MCHV Indian Institute of Management Calcutta during February 1998 The workshop explored topics of applied management by providing multiple perspectives Eighteen of the papers have been chosen for this volume covering business functions strategies and alliances One of the key objectives of the workshop was to integrate ideas of applied ethics developing from Asia Australia and Europe Any book on applied ethics must be founded on a multicultural base and be practically oriented This project has been greatly privileged in drawing together the work of 18 very senior and widely experienced academics and practitioners spanning four continents The two editors from different continents communicated regularly with each other and the contributors The book is a result of the support and encouragement of many individuals

Healthcare Ministry Gerald A. Arbuckle, 2000 Healthcare Ministry *Organizing & Organizations* Stephen Fineman, Yiannis Gabriel, David Sims, 2009-11-17 *Organizing and Organizations* is well loved by students and lecturers for its accessible conversational tone and insightful real life examples introducing the study of organizations and organizational behaviour Fineman Gabriel and Sims eminent academics in the field cover a wealth of key concepts research and literature leaving students informed and engaged The Fourth Edition builds on the strengths of previous editions to provide you with a textbook that continues to stand out from the rest This new edition has been fully developed to include New chapters on Influence and Power and Innovation and Change A new section within each chapter that highlights the theoretical links informing the chapters New review questions to test and apply your understanding of the ideas in each chapter New reading on sections that direct you to free links to highly recommended journal articles relating to each chapter s coverage and found on the companion website New critical review questions at the end of each chapter to encourage debate Each chapter is now enlivened with pictorial illustrations A fully updated glossary of key concepts in the study of organizations *Organizing and Organizations* integrates a strong critical approach throughout

Organization Development Robert Smither, John Houston, Sandra McIntire, 2016-06-03 *Organization Development Strategies for Changing Environments* Second Edition aims to help managers of the future successfully plan for and manage changes in the workplace The book teaches students how to conceptualize and implement planned interventions to increase organizational effectiveness Building on the success of the previous edition Smither Houston and McIntire maintain the foundational and historical organization development content while incorporating a number of key changes new material on change management globalization diversity sustainability ethics talent management and emotional intelligence a greater emphasis on the practical application of the theory new case studies focusing on current business dilemmas that align with the chapter objectives This edition brings this classic book into the 21st century making it a valuable resource for students of

organizational development organizational behavior change management and leadership

Leading After a Layoff:

Reignite Your Team's Productivity...Quickly Ray Salemi,2009-10-16 Help your team survive the damaging effects of a layoff Learn how to keep the company running and profitable and your team motivated and happy Being laid off from a job can be devastating The experience can be just as brutal for the manager of a surviving team You need to lead your team to higher productivity just as low morale survivor guilt and confusion are at their peak You need a twelve week program that brings your team back to life and makes them less vulnerable to layoffs With Ray Salemi s twelve week recovery plan you ll learn the secrets of bringing employees back from the organizational and emotional turmoil of downsizing Rebuild Trust Create a bond of loyalty with your team members that can t be affected by layoffs Survey the Damage Assess the needs of the department and company Lead So Others Will Follow Help your team take ownership of its recovery and place in the organization Foster Emotional Recovery Help your team members heal themselves with simple techniques Let Salemi mentor and guide you through the step by step development plan that takes groups in complete disarray and rebuilds them into highly functioning teams

Leading With Wisdom Jann E. Freed,2013-08-01 In *Leading With Wisdom* Jann Freed takes the several years she spent interviewing more than 100 respected leaders and distills their advice into eight practices that underpin leaders who connect and inspire others to achieve high performance She takes the words of heavyweights such as Warren Bennis Peter Senge Stephen Covey Marshall Goldsmith Peter Block and Margaret Wheatley and presents their insights on what works and what doesn t Each chapter concludes with a practical application section that details ways to integrate the concepts into workshops and personal development Use the workshop and personal development suggestions to apply the eight practices into your daily life Learn from the words and personal stories of highly respected leaders Integrate the best of yourself and your life into your daily tasks and roles This book is for anyone in a position of influence in an organization or those who train these individuals It s also for those who feel they are drowning in information but starving for wisdom about what behaviors nurture people organizations and communities at large Discussing her research process with these experts Jann says When I asked about leadership they told me about life This book helps leaders integrate the best of themselves and their lives into the tasks and roles of leaders

Business Psychology and Organizational Behaviour Eugene McKenna,2020-05-13 *Business Psychology and Organizational Behaviour* introduces principles and concepts in psychology and organizational behaviour with emphasis on relevance and applications Well organised and clearly written it draws on a sound theoretical and applied base and utilizes real life examples theories and research findings of relevance to the world of business and work The new edition of this best selling textbook has been revised and updated with expanded and new material including proactive personality and situational theory in personality theory of purposeful work behaviour emotional and social anxiety in communication decision biases and errors and right brain activity and creativity to name a few There are numerous helpful features such as learning outcomes chapter summaries review questions a glossary and a

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Impact of Organizational Trauma on Workplace Behavior and Performance Haša, Stanislav, Brunet-Thornton, Richard, 2017-01-06 There are many different types and causes of trauma in the workplace which can impact employee behavior and performance Thus it is imperative for managers to discover new ways to combat these issues and work toward a more harmonious working environment for all Impact of Organizational Trauma on Workplace Behavior and Performance is a comprehensive examination of the multiple types of workplace traumas and the solutions which will heal these challenges to increase overall organizational culture and success Highlighting extensive coverage of relevant topics such as downsizing change management trauma exposure and organizational leadership this publication is ideal for practitioners professionals managers and researchers seeking innovative perspectives on organizational traumas in the workforce

Organizational Ethics in Health Care Philip J. Boyle, Edwin R. DuBose, Stephen J. Ellingson, David E. Guinn, David B. McCurdy, 2004-03-15 This comprehensive and much needed resource helps health care ethicists to meet the demand of challenges such as managed care medical technology and patient activism Through a review of core principles and a rich selection of cases practitioners and students will learn to apply ethics in the day to day administration of health care organizations The authors are from the Park Ridge Center the nationally acclaimed consulting and research firm

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Table of Contents Healing The Downsized Organization

1. Understanding the eBook Healing The Downsized Organization
 - The Rise of Digital Reading Healing The Downsized Organization
 - Advantages of eBooks Over Traditional Books
2. Identifying Healing The Downsized Organization
 - 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 Healing The Downsized Organization
 - User-Friendly Interface
4. Exploring eBook Recommendations from Healing The Downsized Organization
 - Personalized Recommendations
 - Healing The Downsized Organization User Reviews and Ratings
 - Healing The Downsized Organization and Bestseller Lists
5. Accessing Healing The Downsized Organization Free and Paid eBooks

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