

Creating parallel learning structure

- ▶ Parallel Learning Structures (also known as Communities of Practice) promote innovation and change in large bureaucratic organizations while retaining the advantages of bureaucratic design.
- ▶ Groups representing various levels and functions work to open new channels of communication outside of and parallel to the normal, hierarchical structure. Parallel Learning Structures may be a form of Knowledge Management.
- ▶ Knowledge Management involves capturing the organization's collective expertise wherever it resides (in databases, on paper, or in people's heads) and distributing it to the people who need it in a timely and efficient way.

Parallel Learning Structures Creating Innovations In Bureaucracies

Joop Swieringa, André F. M. Wierdsma



Parallel Learning Structures Creating Innovations In Bureaucracies:

Parallel Learning Structures Gervase R. Bushe, Abraham B. Shani, 1991 **Action Research for Sustainable Development in a Turbulent World** Ortrun Zuber-Skerritt, 2012-03-06 Presents and celebrates Action Learning and Action Research ALAR through stories experiences reflections and specific works of key proponents and participants in ALAR World Congresses This title argues for the benefits of action research for sustainable development and problem solving in a turbulent world in the 21st century Collaborative Research in Organizations Niclas Adler, Alexander Styhre, 2004 Collaborative Research in Organizations leverages and sustains the role of management research while increasing the theoretical development of complex organizational and management issues **The Innovative Bureaucracy** Alexander Styhre, 2007-02-01 Highly original and based on unique empirical research in the fields of organization theory and organization behaviour this work makes an invaluable contribution to the literature on bureaucracy and innovation Focusing on a study of two major companies working with innovation and new product development Styhre s critical analysis pushes the bound **Developing Organisational Consultancy** Andraea Dawson-Shepherd, Kamil Kellner, Jean E. Neumann, 2013-11-19 Developing Organisational Consultancy provides consultants with theoretical and practical advice on how to handle typical consultancy challenges Well established organisational consultants from the UK and the USA offer descriptions of problems they have encountered in their work theoretical and practical approaches that they have found helpful cases from their actual practice and advice about how to apply their suggested approach generally Chapters are grouped together to address three key areas of interest to consultants evolving a professional stance considering psychodynamic approaches applying organisational theory For both experienced and newly practising organizational and management consultants this book is a valuable source of reference and the key to developing a more aware and successful practice Impact Analysis Laurie Larwood, Urs E. Gattiker, 1999-08-01 Throughout the social sciences the gap between research and application is a reminder that the goals of scholars and practitioners are not always one and the same Still the best scholarship is often acknowledged to be that which informs practice and the best practice whether defined in terms of efficiency flexibility long term vision or even profit is often that which is based on relevant research This book presents a discussion among eminent researchers practitioners and consultants of the new field of Impact Analysis They address three central issues the practical ways in which scholars can better ensure that their work has an important influence on practice the pros and cons in forging a closer connection between research consulting and practice and how despite potential drawbacks a closer relationship between research and practice can be mutually beneficial In addition to practical advice the participants offer predictions that will be of interest to applied researchers in this field and business oriented professionals Handbook of Collaborative Management Research A. B. Shani, Susan Albers Mohrman, William A. Pasmore, Bengt Stymne, Niclas Adler, 2007-08-23 This handbook provides the latest thinking methodologies and cases in the rapidly growing

area of collaborative management research What makes collaborative management research different is its emphasis on creating a close partnership between scholars and practitioners in the search for knowledge concerning organizations and complex systems In the ideal situation scholars and their managerial partners would work together to define the research focus develop the methods to be used for data collection participate equally in the analysis of data and work together in the application and dissemination of knowledge The handbook contains insightful reflections on the state of the art as well as detailed descriptions of the collaborative efforts of an international group of leading edge academics and their practitioner counterparts The applications of collaborative research methods included in this volume include those aimed at individual development organizational development regional development efforts and economic policy The insights from the cases suggest that collaborative management research has been a highly effective means of getting at issues that other research methods and intervention techniques have failed to address The rationale for conducting this highly engaging type of research is explored in the first section of the handbook followed by sections that offer new methodologies descriptive cases views from those directly involved and issues and enablers about the use of this approach in advancing knowledge and practice The handbook does appeal to scholarly practitioners as well as practical scholars

Research in Organizational Change and Development Richard W. Woodman, William A. Pasmore, Abraham B. (Rami) Shani, 2009-05-21 An annual publication featuring studies and theoretical work dealing with the topic of change in organizational settings Showcasing the approaches to organizational research whether they be quantitative or qualitative in nature it includes papers that bring fresh perspectives to classic issues in the field such as resistance and communication

Development of Organization Mr. Rohit Manglik, 2024-03-03 EduGorilla Publication is a trusted name in the education sector committed to empowering learners with high quality study materials and resources Specializing in competitive exams and academic support EduGorilla provides comprehensive and well structured content tailored to meet the needs of students across various streams and levels

Learning by Design A. B. (Rami) Shani, Peter Docherty, 2009-02-09 This book advances a design based approach for the investigation and creation of sustainable organizations The learning by design framework is utilized to examine learning in six successful companies in different industries and national settings and provides a roadmap for improving systematic learning in organizations Investigates learning by design in successful companies Focuses on the choices organizations make about the design of learning mechanisms Built around six detailed case studies taken from different industries and national settings Provides a framework for improving the conditions for systematic and sustainable learning in organizations Offers a clear process model for action and change

Managing in the New Team Environment Larry Hirschhorn, 1991 This book is essential reading for all managers in contemporary business organizations who are attempting to work productively in today's challenging economic environment As the organizational model based on hierarchy and conformity has increasingly revealed its inability to meet competitive challenges a new team environment has evolved Larry Hirschhorn's Managing in

the New Team Environment presents an overview of the skills and techniques required to manage successfully in this new environment and focuses in particular on the ways in which the manager's role should change in response to changes in the nature of the team. The book, which includes extensive case studies, is designed to help managers understand the social and psychological realities that shape their choices and behaviors. The manager in the new team environment is at once a member of the team and the leader of the team. Hirschhorn presents guidelines to help the manager adapt to this dual role to become a learner as well as a controller and thereby ensure that the team functions at optimal effectiveness. Divided into five chapters and a summary, the book introduces the manager to the nature of the new team. The following key concepts are addressed in the book: managing the triangle formed by the individual, the manager, and the team; balancing empowerment and collaboration in the team process; defining the team's environment; measuring and rewarding performance; facilitating group problem solving; promoting a sense of fairness.

Arbitraging Japan Hirokazu Miyazaki, 2013. For many financial market professionals worldwide, the era of high finance is over. In this book, the author examines the careers and intellectual trajectories of a group of pioneering derivatives traders in Japan during the 1990s and 2000s.

Strategic Reconfigurations Stuart Wall, Carsten Zimmermann, Ronald Klingebiel, Dieter Lange, 2010-01-01. In a world of ever increasing talent and ever more rapid creation of new knowledge and in a world that is growing in complexity by the day, it is truly intriguing to learn of capabilities for success and failure in rapid innovation-based industries. The fusion of academic concepts and empirical insights makes this book a source of inspiration for inquiring managers. Norbert Walter, Chief Economist of Deutsche Bank and CEO of Deutsche Bank Research Germany. This volume represents a most welcome and important contribution to the emergent and fast-growing dynamic capabilities view (DCV) of the firm and sustainable competitive advantage. It simultaneously helps to assess critically, integrate with a wide range of other perspectives, broaden the scope, and deepen the conceptual foundations of the DCV. In addition, and importantly, it links DCV to and contrasts it with managerial practice. The authors' dispassionate approach is a further plus. The editors have done an excellent job and should be congratulated for this work that should be a must read.

Christos Pitelis, Reader in International Business and Competitiveness, University of Cambridge, UK. This path-breaking book provides unique insights into the organisational realities of strategic reconfigurations in uncertain markets, thus advancing the dynamic capability perspective. Dynamic capabilities continue to excite academics. It is a perspective that promises explanations of competitive advantage, but its full potential remains somewhat hidden behind abstract notions. This eloquent volume seeks to overcome the challenge by combining the theory and practice of organisational resource configurations. Joint contributions by expert academics and business executives demystify but also confirm elements of the theory. Thus, the book integrates dynamic capabilities with organisational realities as well as with adjacent theories of strategic innovation and entrepreneurship. *Strategic Reconfigurations* provides a guide to strategic management in turbulent times for students, researchers, and professionals alike. Business executives in high-velocity markets

will find the book invaluable Leading Business Teams Robert Johansen,1991 Creating Sustainable Work Systems Peter Docherty,2008 Since the first edition of this book was published the subject of sustainability has risen to the forefront of thinking in almost every subject within business and management Tackling the latest developments and integrating practical perspectives with rigorous research this new edition sheds light on a vital aspect of working life Current trends reveal that increasing intensity at work has major consequences at individual organizational and societal levels Sustainability in work systems thus requires a multi stakeholder approach emphasising a value based choice t *California Management Review* ,1991 **Handbook of Organizational Consultation, Second Editon** Robert Golembiewski,2019-02-21 The second edition of the Handbook of Organizational Consultation includes more than 35 additional chapters and an expanded list of international contributors It addresses all aspects of organizational consulting including normative empirical and political topics and offers a broad view of consultation diagnoses problem centers and interventions Perspectives on Political Science said this book is a reference guide training handbook and practitioner s tool that stand s alone as a comprehensive source of information and guidance on the consultancy enterprise a careful reading of this book will be a profitable endeavor for both consulting practitioners and their clients Managing Industrial Knowledge Ikujiro Nonaka,David J Teece,2001-02-06 Managing Industrial Knowledge illuminates the complex processes at work in the creation and successful transfer of corporate knowledge It is now generally recognized that the competitive advantages of firms depends on their ability to build utilize and protect knowledge assets In this volume many of the foremost international authors and pioneers of the study of knowledge in firms present their latest work and insights into organizational knowledge and innovation In a world where markets products technologies competitors regulations and even societies change rapidly continuous innovation and the knowledge that produces innovation have become key The chapters in this keynote volume shed new light on the contextual factors in knowledge creation the links between knowledge and innovation in all aspects of business life and the processes by which these may be fostered or lost in organizations Becoming a Learning Organization Joop Swieringa,André F. M. Wierdsma,1992 **Accountability and Radical Change in Public Organizations** Ronald R. Sims,1998-10-30 Sims and the contributors to this challenging new volume maintain that public sector organizations must radically reinvent themselves if they are to survive and succeed in their missions to provide quality service to their clients at a cost taxpayers can afford or are willing to pay They offer a firsthand look at how change occurs at all levels of government and from this and other experiences they lay out strategies and tools that others in government can use quickly and with good results in their own public organizations However Sims and his panel of experts also note that not everything in organizational change will produce positive benefits some results will be negative and these too must be understood and dealt with By compiling the viewpoints advice experiences recommendations of public managers themselves plus consultants academics and citizens who benefit from government and are often its harshest critics Sims gives readers a solid realistic

insight into the problems of today's public agencies and workable advice on how to solve them. Accountability and Radical Change in Public Organizations examines the current government and reinvention initiative occurring in public organizations at the local, county, state, federal, and international levels. The book highlights the importance of understanding that change in government will continue to be a way of life for public managers, thus requiring an ongoing analysis of those forces driving change and the need to increase our understanding of why certain change efforts work and others fail miserably in government. The contributors to this volume emphasize that while reinvention, accountability, and change are serious initiatives that public managers must confront, they must take caution and learn from each other's experiences.

Reviewing **Parallel Learning Structures Creating Innovations In Bureaucracies**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is actually astonishing. Within the pages of "**Parallel Learning Structures Creating Innovations In Bureaucracies**," an enthralling opus penned by a highly acclaimed wordsmith, readers embark on an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve in to the book is central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

<https://now.acs.org/results/detail/HomePages/Poetry%20For%20The%20Insane%20The%20Full%20Mental.pdf>

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