


THE PASSIONATE ORGANIZATION

IGNITING
THE FIRE
OF EMPLOYEE
COMMITMENT

A close-up photograph of a hand holding a lit match, with a bright flame. The match is positioned diagonally across the text 'COMMITMENT'.

JAMES R. LUCAS

Passionate Organization Igniting The Fire Of Employee Commitment

Patricia Boverie, Michael Kroth



Passionate Organization Igniting The Fire Of Employee Commitment:

The Passionate Organization James Raymond Lucas,1999 Everyone s heard about companies that seem to have everything great products enormous capital resources reputation skilled employees advanced planning and they still fail Why Perhaps they lack passion Emphasizing big vision mutual trust and deeply held core values Jim Lucas demonstrates how to win and keep the competitive edge by thinking with the heart as well as the head He shows how a committed passionate workforce can make shifts and leaps that strategic planning alone cannot envision fight to achieve the organization s mission bring continuous improvement creativity and innovation to their work enjoy a more fulfilling life personally and professionally by committing to something greater than themselves *Passionate Organization The: Igniting The Fire Of Employee Commitment* James R. Lucas,1999 Passion to Win Abad Ahmed,2004 HOW HAVE SOME DISTINGUISHED Indian companies and MNCs operating in India acquired outstanding stature and sustained extraordinary performance over long spans of time How do they develop and sustain competitive edge What kind of leadership basic paradigms values strategic orientations organizational characteristics managerial processes and practices make the difference This book attempts to answer these questions based on an intensive empirical two year path breaking research study by All India Management Association that covered some of the most outstanding highly admired Indian companies and multinational companies operating in India It is the first book of its kind that has focused exclusively on the Indian business context for developing original and fresh insights into the factors characteristics and practices that develop and sustain competitive edge The book draws heavily from the insights of some of the most successful Indian business leaders and highly experienced professional managers Their wisdom and thoughts have been quoted verbatim from interviews to bring to surface their rich tacit knowledge which makes it an interesting reading based on real life experiences The authors have developed a powerful 5 I analytical framework to explain the basic organizational attributes that develop and sustain competitiveness The framework has been developed through a comprehensive analysis of interviews field observations case studies and analysis of performance over an extended period of time *The Manager as Leader* B. Keith Simerson,Michael L. Venn,2006-06-30 Against the backdrop of corporate downsizings and rightsizings that have forever blurred the line between leaders and followers The Manager as Leader presents practical strategies tools and techniques for developing the leadership mindset and applying it on a daily basis The book introduces the Contextual Leadership Model which identifies nine fundamental leadership roles and six common contexts in which leadership is exercised and guides readers toward matching their roles and actions to the particular context at hand as well as making adjustments when context changes Packed with illustrative examples diagnostic tools worksheets and other interactive elements and featuring an extensive listing of resources The Manager as Leader is a hands on guide to the art of leadership whether you are an executive manager supervisor or aspiring leader anywhere in the organization An invisible line between individual contributor and leader was once thought to exist

separating leaders from followers Two decades of downsizings and rightsizings have forever blurred this distinction and left us with three fundamental challenges 1 How can an organization elicit leadership from everyone 2 How can those who choose to lead influence others to perform more effectively and efficiently than they ever thought possible 3 How can leaders continue to be successful when the environment in which they lead is constantly changing Addressing these challenges requires a certain awareness and nimbleness on behalf of the person thinking and acting as the leader regardless of their formal position The Manager as Leader presents practical strategies tools and techniques for developing the leadership mindset and applying it on a daily basis The book introduces the Contextual Leadership Model which identifies nine fundamental leadership roles and six common contexts in which leadership is exercised and guides readers toward matching their roles and actions to the particular context at hand it also shows readers how to anticipate changes in context and adjust their roles and actions accordingly Packed with illustrative examples diagnostic tools worksheets and other interactive elements and featuring an extensive listing of resources The Manager as Leader is a hands on guide to the art of leadership whether you are an executive manager supervisor or aspiring leader anywhere in the organization *Transforming Work* Patricia Boverie, Michael Kroth, 2008-01-07 In this age of stiff competition and free agency no organization can afford to take its employees for granted The new labor market landscape is forcing organizations to think creatively about how to inject passion in the workplace and motivate their employees to find meaning in their work In *Transforming Work* Boverie and Kroth draw from their extensive research and experience in the field to show executives HR professionals and students how to create inspiring employee friendly work environments in order to capture develop and retain talent and transform both the employees and the organization in the process *Fearless Change* Mary Lynn Paul Becker, Linda Rising Ph.D., Mary Lynn Manns Ph.D., 2004-10-04 All that have ever tried to impose change in their organization will immediately recognize and truly value the in depth knowledge and experience captured in this book It contains a collection of eye openers that is a treasure chest for pioneers of new organizational ideas A fantastic toolbox for use in future missions Lise B Hvatum product development manager Schlumberger If you have need of changing your organization and especially of introducing new techniques then you want to understand what is in this book It will help you avoid common pitfalls that doom many such projects and will show you a clear path to success The techniques are derived from the experience of many individuals and organizations Many are also fun to apply This stuff is really cool and really hot Joseph Bergin professor of computer science Pace University New York If change is the only guarantee in life why is it so hard to do As this book points out people are not so much resistant to change itself as they are to being changed Mary Lynn and Linda have successfully used the pattern form to capture and present the recurring lessons of successful change efforts and have placed a powerful knowledge resource in the hands of their readers Alan O Callaghan researcher Software Technology Research Laboratory De Montfort University United Kingdom The most difficult part of absorbing patterns or any technology into an organization is overcoming the

people issues The patterns in this book are the documentation of having gone through that experience giving those that dare push the envelope a head start at success David E DeLano IBM Pervasive Computing If you have ever wondered how you could possibly foster any cultural changes in your organization in this book you will find a lot of concrete advice for doing so I recommend that everyone read this book who has a vast interest in keeping his or her organization flexible and open for cultural change Jutta Eckstein Independent Consultant Objects In Action Author of Agile Software Development in the Large 48 Patterns for Driving and Sustaining Change in Your Organization Change It s brutally tough to initiate even harder to sustain It takes too long People resist it But without it organizations lose their competitive edge Fortunately you can succeed at making change In Fearless Change Mary Lynn Manns and Linda Rising illuminate 48 proven techniques or patterns for implementing change in organizations or teams of all sizes and show you exactly how to use them successfully Find out how to Understand the forces in your organization that drive and retard change Plant the seeds of change Drive participation and buy in from start to finish Choose an official skeptic to sharpen your thinking Make your changes appear less threatening Find the right timing and the best teaching moments Sustain your momentum Overcome adversity and celebrate success Inspired by the pattern languages that are transforming fields from software to architecture the authors illuminate patterns for every stage of the change process knowledge persuasion decision implementation and confirmation These flexible patterns draw on the experiences of hundreds of leaders They offer powerful insight into change agent behavior organizational culture and the roles of every participant Best of all they re easy to use and they work

Knowing the Unknowable God James R. Lucas, 2010-05-19 Meet the God Who Is Greater Than Your Biggest Questions The Bible never shies away from seeming contradictions We are told both to resist our enemies and to love them and that our all knowing God can sometimes forget Unable to reconcile such biblical paradoxes some people abandon Christianity while others pretend that the seeming contradictions don t exist preferring to believe in an uncomplicated easy to comprehend God Yet countless others are hungry for new insight into the God behind the Bible s mysterious paradoxes Responding to this spiritual hunger James Lucas delves into the mysteries of Scripture demonstrating that biblical contradictions are actually exquisite paradoxes that enlarge our understanding of God With this book as your guide you can embrace the paradoxes of Scripture and pursue honest answers to your hardest questions The study of biblical paradox leads to greater devotion to the majestic God who makes himself known even while he surpasses human understanding Today you can begin Knowing the Unknowable God

Vygotsky at Work and Play Lois Holzman, 2016-12-14 Vygotsky at Work and Play is an intimate portrayal of the Vygotskian inspired approach to human development known as social therapeutics and the psychology of becoming Holzman provides an accessible practical philosophical portrayal of a unique performance based methodology of development and learning that draws upon a fresh reading of Vygotsky This expanded edition includes new content dealing with how Lev Vygotsky s work can be applied to profound social issues of our times including worsening police community relations

authoritarianism in schools the medical model approach to social emotional life and the erosion of play in Western cultures Holzman also weaves together Vygotsky's discoveries with qualitative case studies from organizations that practice the approach in psychotherapy offices classrooms outside of school programs corporate workplaces and virtual learning environments The new edition of Vygotsky at Work and Play poses a practical critical challenge to more traditional conceptions and methods of psychology and education introducing performance as a new ontology and the author's own activist research performance as a new way to do psychology It is an essential read for researchers and professionals in educational and developmental psychology psychotherapy cultural historical activity social science performance studies and education

High-Performance Ethics Wes Cantrell, James R. Lucas, 2013-04-26 Do you have to lower your ethical standards in order to succeed at your job High Performance Ethics authors Wes Cantrell and James Lucas say that the answer is no The authors outline ways to make ethical decisions based on the Ten Commandments that lead to highly successful business practices High Performance Ethics includes tips on how to lead a team with integrity practical tools for resisting the pressure to compromise workplace standards and encouragement for workers who want to see strong businesses and strong values thrive 10 Principles First Things Only priorities Ditch the Distractions Align with Reality never claim support for a bad cause Find Symmetry Respect the Wise Protect the Souls Commit to the Relationships Spread the Wealth Speak the Truth Limit Your Desires

CIO, 1999-08-15 **Business Class** Jacqueline Whitmore, 2005-07 Whitmore takes a fresh and contemporary look at how to use good manners for career success

Organizational Dynamics American Management Association, 1999

Why Organizations Struggle So Hard to Improve So Little Martin Klubeck, Michael Langthorne, Donald Padgett, 2009-12-30 A liberating look at the real reasons organization wide improvement efforts fail and how when all attempts have failed you can help your organization to become great As the authors of this eye opening new work make clear to enact real change organizations need to shake off their immaturity and grow up Shifting away from the tendency to lay all the blame on bad leadership Why Organizations Struggle So Hard to Improve So Little Overcoming Organizational Immaturity offers specific answers for why most organizational improvement efforts fail Why Organizations Struggle So Hard to Improve So Little explains the difficulties and dangers of organizational immaturity then provides proven effective tools and ideas for achieving change within the limitations of an immature organization With this guide leaders and other stakeholders will be able to determine the maturity level of an organization get beyond prevailing myths about how change gets derailed and identify potential areas for improvement

Banks of the Future Sohella Thuiner, 2014-09-15 This book will guide financial institutions in developing new approaches and solutions for handling perennial issues Emphasizing the value of creativity for project management in the banking sector the author provides new insights for all those working in banking and finance Presenting a number of new outside the box ideas the book can be regarded as the missing spice that will creatively transform all other ingredients in the monetary world

Handbook of Media Management and Economics

Alan B. Albarran, Sylvia M. Chan-Olmsted, Michael O. Wirth, 2006 This handbook provides a synthesis of current work and research in media management and economics and establishes an agenda for future activities It will serve as a foundational resource for scholars and students in media management and economics **Optimizing Human Capital with a Strategic Project Office** J. Kent Crawford, Jeannette Cabanis-Brewin, 2005-09-01 Optimizing Human Capital with a Strategic Project Office explores the SPO's potential to transform an enterprise by making the most of people within an organization This volume provides an exhaustive review of topics such as the hiring retention measurement training and professional development of knowledge workers in project management *CIO.* ,1999 Long Range Planning Strategic Planning Society, 2000 *Human Relations* Andrew J. DuBrin, 2004 For courses in Human Relations and Interpersonal Skills Good work habits time management computer skills and ethics are just a few of the competencies students will find essential in a variety of future jobs Designed to help students enhance their interpersonal skills in the workplace this text is a blend of current and traditional interpersonal topics with a strong emphasis on skill development and self assessment Basic concepts are introduced to enhance understanding of key topics then skill building suggestions exercises and cases are presented that are crafted to improve the interpersonal skills related to each topic This text offers a more personal and job oriented and less managerial approach than others on the subject **Informal Learning in the Workplace** Susan Ruth Grolnic, 2001

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