

1. Record Nr.	UNINA9910377818503321
Autore	Askeland Harald
Titolo	Understanding Values Work : Institutional Perspectives in Organizations and Leadership // edited by Harald Askeland, Gry Espedal, Beate Jelstad Løvaas, Stephen Sirris
Pubbl/distr/stampa	Cham, : Springer Nature, 2020 Cham : , : Springer International Publishing : , : Imprint : Palgrave Macmillan, , 2020
ISBN	3-030-37748-2
Edizione	[1st ed. 2020.]
Descrizione fisica	1 online resource (XVII, 296 p. 6 illus., 5 illus. in color.)
Disciplina	658.1 658.3
Soggetti	Organization Planning Leadership Business Strategy/Leadership
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di contenuto	Understanding Values Work in Organisations and Leadership -- Values – Reviewing the construct and drawing implications for values work in organisation and leadership -- What is values work? A review of values work in organisations -- Institutional Complexity Challenging Values and Identities in Scandinavian Welfare Organisations -- Institutional leadership - the historical case study of a religious organisation -- ‘Good leaders do the dirty work’: Implicit leadership theory at the multicultural workplace -- Foxes and lions: How institutional leaders keep organizational integrity and introduce change -- Institutional leadership: Maintaining and developing the ‘good’ organisation -- Women’s Path to Leadership through Values Work in a Context of Conflict and Violence -- Catching Values in Flight: A Process Perspective on Researching Values in Organisations -- Values as Fixed and Fluid: Negotiating the Elasticity of Core Values -- Work on Values When Shaping Public Institutions “What’s trust got to do with it?” – experiences from Scandinavia -- The art of making sense of

volunteering -- The value of group reflection.

---

Sommario/riassunto

At the core of institutional theories, 'values' is a central term and figures in most definitions; however it remains understudied and under-explored. The editors of this open access book identify a resurgence of interest in the values-construct which underpins discussions of identity, 'ethos' and the purpose/nature of public and civic welfare provision. Considering the importance of values and values work to social, material and symbolic work in organizations, individual chapters explore values work as performed in organizations and by leaders. Focusing on practices of values work, the book applies and combines different theoretical lenses exemplified by the integration of institutional perspectives with micro-level perspectives and approaches. Harald Askeland is Professor of Organization and Management at VID Specialized University, Norway. His research interests span issues such as reform implementation, change management, leadership roles, and managerial work. He has edited books on leadership and values-based leadership and published articles in both national and international journals. Gry Espedal is Associate Professor at VID Specialized University, and holds a Master of Management. She researches values work in institutions and processes of institutionalization in organizations pressured by changing macro-contexts. She has published articles and books within values-based leadership, authentic leadership, values work, coaching and solution-focused approach. Beate Jelstad Løvaas is Associate Professor at VID Specialized University. She has published in national and international journals. Her current research interests include relational leadership, meaningful work and motivation, and the role of values in nonprofit organizations, and in the public and private sector. Stephen Sirris is Associate Professor and Head of the Master's programme in Values-based leadership and Centre of Values-based Leadership and innovation at VID Specialized University, Oslo. He has published on leadership and organization in the third sector with an emphasis on religious organizations, volunteers, professionals and the role of values.

---