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Altri autori (Persone)	ManzCharles C NealJudi
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Nota di contenuto	Dedication; Acknowledgments; CONTENTS; The Virtuous Organization: An Introduction Charles C. Manz, Kim S. Cameron, Karen P. Manz and Robert D. Marx; What are Virtues?; A Shift to Virtues; Values; The Virtuous Organization and Crises; The Virtuous Organization and Ordinary Times; The Virtuous Organization and Exemplary Times; References; Section 1: The Virtuous Organization and Crises Section Editor: Kim S. Cameron; References; 1. Organizational Healing: Lived Virtuousness Amidst Organizational Crisis Edward H. Powley and Kim S. Cameron; Healing and Organizations; Healing and Liminality The Organizational CrisisThe Events; Methods for Uncovering Organizational Healing; Key Themes Related to Organizational Healing; Reinforcing the priority of the individual; Fostering high quality connections; Strengthening a family culture; Initiating ceremonies and rituals; Conclusion; References; 2. Making Sense of Organizational Actions with Virtue Frames and Its Links to Organizational Attachment Seung-Yoon Rhee, Jane E. Dutton and Richard P. Bagozzi; Virtue Frames; Virtue Frames and Organizational Identification and Attachment; The Research Context; Hypotheses Member responses to virtuous organizational actionsMembers' cognitive and emotional connection to the organization: Organizational

identification and attachment; Methods; Participants and procedure; Measures; Analysis; Results; University's action of holding a candlelight vigil; University's action of canceling of classes; Discussion; General Discussion; Managerial Implications; Conclusion; References; 3. Forgiveness from the Perspectives of Three Response Modes: Begrudgement, Pragmatism, and Transcendence David S. Bright, Ronald E. Fry and David L. Cooperrider; Forgiveness in the Workplace The Process of Forgiveness Forgiveness and Elevating Dynamics; Method; Organization description and site selection; Interview procedure; Analysis; Results: Three Responses to Offense; Theme 1: Begrudgement; Theme 2: The pragmatic response; Theme 3: The transcendent response; Discussion; Conclusion; References; 4. The Spiritual Challenges of Power, Humility, and Love as Offsets to Leadership Hubris Andre L. Delbecq; Prelude: Reflecting through the Lens of Your Life Experience; NASDAQ Executives Identify Hubris as the Key Leadership Temptation; The First Dimension of Hubris: Arrogance Circumstances further seducing the leader toward arrogance Resulting temptation toward situational narcissism; Humility as the offset; The Second Dimension of Hubris: Dominance; Circumstances seducing the leader toward dominance; Again a resulting comparison with situational narcissism; Love as the offset; Love Enacted in Organizational Life; Some Closing Thoughts; References; Section 2: The Virtuous Organization and Ordinary Times Section Editor: Robert D. Marx 5. The Language of Virtues: Toward an Inclusive Approach for Integrating Spirituality in Management Education Karen P. Manz, Robert D. Marx, Charles C. Manz and Judi A. Neal

Sommario/riassunto

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 recen
