Record Nr. UNINA9910974781803321 Tonn Joan C Autore Titolo Mary P. Follett: creating democracy, transforming management / / Joan C. Tonn Pubbl/distr/stampa New Haven, : Yale University Press, c2003 **ISBN** 9786611729929 9781281729927 1281729922 9780300128024 0300128029 Edizione [1st ed.] Descrizione fisica 1 online resource (1 online resource (xiv, 623 p.)): ill Disciplina 303.48/4/092 В Soggetti Women social reformers - United States Social reformers - United States Social structure **Democracy** Management Psychology, Industrial Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia Note generali Bibliographic Level Mode of Issuance: Monograph Nota di bibliografia Includes bibliographical references (p. 583-603) and index. Nota di contenuto A childhood that was rarely happy -- An eager, fearless mind -- What shall we do with our girls? -- Very unusual privileges -- The great milepost and turning point -- The Speaker of the House of Representatives -- To I.L.B. -- Self-realization and service -- Ward 17 -- Substitutes for the saloon, schools, and suffrage -- Private funds for public purposes -- My beloved centres -- The functions, financing, and control of community centers -- The war years -- The new state -- Not neighborhood groups but an integrative group process -- Too good a joke for the world -- Creative experience -- Professional transition, personal tragedy -- You have been extraordinarily helpful to executives -- I am almost at the same moment happy and unhappy -- Prepared to

go or stay with equal graciousness.

Sommario/riassunto

Mary P. Follett (1868-1933) brought new dimensions to the theory and practice of management and was one of America's preeminent thinkers about democracy and social organization. The ideas Follett developed in the early twentieth century continue even today to challenge thinking about business and civic concerns. This book, the first biography of Follett, illuminates the life of this intriguing woman and reveals how she developed her farsighted theories about the organization of human relations. Out of twenty years of civic work in Boston's immigrant neighborhoods, Follett developed ideas about the group basis of democracy and the foundations of social interaction that placed her among leading progressive intellectuals. Later in her career, she delivered influential lectures on business management that form the basis of our contemporary discourse about collaborative leadership, worker empowerment, self-managed teams, conflict resolution, the value of inclusivity and diversity, and corporate social responsibility.