

1. Record Nr.	UNINA9911101441003321
Autore	Gutmann David <1950->
Titolo	From transformation to transformaCtion : methods and practices / / David Gutmann
Pubbl/distr/stampa	London, : Karnac Books, 2009
ISBN	9780429896975 9786612779633 9780429896972 9780429914225 0429914229 9780429899997 0429899998 9780429475221 0429475225 9781282779631 128277963X 9781849408387 1849408386 9781840498387 1840498382
Descrizione fisica	1 online resource (xxxi, 263 pages) : illustrations
Disciplina	158.7 302.3/5
Soggetti	Psychology, Industrial Management - Psychological aspects Organizational behavior
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Groups and transformation / David Gutmann ; with Laurence Ponthieu, Jacqueline Ternier-David, and Christophe Verrier -- Transformation / David Gutmann ; with Christophe Verrier -- Chaos and transformation : the primary scene / David Gutmann ; with Christophe Verrier -- The

division into us-them as a universal social structure / David Gutmann ; with Miriam Berger and Avi Bergman -- The decline of the traditional defences against anxiety / David Gutmann -- Between tradition and transformation : existential process and primary task for the life of organizations / David Gutmann ; with Catherine Sandler -- Transformation of language and social transformation / David Gutmann ; with Laurence Ponthieu and Christophe Verrier -- Power and authority / David Gutmann -- The paths of authority : from the unconscious to the transcendental : intervention at the Arab University of Jerusalem, December 1996 / David Gutmann ; with Ronan Pierre, Jacqueline Ternier-David, and C. Verrier -- Transformation and collusion : from conforming to forming an alliance / David Gutmann ; with Jacqueline Ternier-David and Christophe Verrier -- From envy to desire : witnessing the transformation / David Gutmann ; with Jacqueline Ternier-David and Christophe Verrier -- Paradoxes and transformations in the role of consultant : from reparation to revelation / David Gutmann ; with Jacqueline Ternier-David and Christophe Verrier -- Consultation and transformation : between shared management and generative leadership / David Gutmann ; with Ronan Pierre -- Unconscious and politics : how to explore black and white in colours / David Gutmann ; with Christophe Verrier -- Anxiety and passion : about the inescapability of depression / David Gutmann ; with Pascale Ravot-Loucheux.

Sommario/riassunto

This book describes a journey of discovery from transformation to transformaCtion that extends and enhances the life of the organization. The journey occurs on the seas of anxiety and passion, which threaten to sweep an organization towards either paralysis and depression or a hyperlife of perpetual hysterical motion. On this journey, the consultant serves as the chief advisory navigator, helping to guide the ship to circumvent the dangerous rocks as the organization zigs and zags though the waters. While at times the organization may find itself circling in a vortex, trapped in cyclical duplication and potential disappearance, there exists the underlying assurance that transformation is occurring, has occurred, and will continue throughout the journey to transformaCtion. David Gutmann points out that this is a never-ending journey for the organization, even after the work of the consultants has ended.
