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| 1. Record Nr. | UNISALENTO991001900479707536 |
| Autore | Callimachus |
| Titolo | Aitia : libri primo e secondo / Callimaco ; introduzione, testo critico, traduzione e commento a cura di Giulio Massimilla |
| Pubbl/distr/stampa | Pisa : Giardini, c1996 |
| ISBN | 8842700134 |
| Descrizione fisica | 502 p. ; 26 cm. |
| Altri autori (Persone) | Massimilla, Giulio |
| Soggetti | Poesia elegiaca greca |
| Lingua di pubblicazione | Italiano |
| Formato | Materiale a stampa |
| Livello bibliografico | Monografia |
| ----- | |
| 2. Record Nr. | UNINA9910966016403321 |
| Autore | Scott Cynthia D |
| Titolo | Empowerment : a practical guide for success // Cynthia D. Scott, Dennis T. Jaffe |
| Pubbl/distr/stampa | Menlo Park, Calif., : Crisp Publications, c1991 |
| ISBN | 1-4175-2205-4 |
| Descrizione fisica | 1 online resource (102 p.) |
| Collana | A Fifty-Minute series book |
| Altri autori (Persone) | JaffeDennis T |
| Disciplina | 658.3/14 |
| Soggetti | Employee empowerment |
| Lingua di pubblicazione | Inglese |
| Formato | Materiale a stampa |
| Livello bibliografico | Monografia |
| Note generali | Bibliographic Level Mode of Issuance: Monograph |
| Nota di contenuto | TITLE -- COPYRIGHT -- INTRODUCTION -- CONTENTS -- CHAPTER 1 The Road to Empowerment -- THE ROAD TO EMPOWERMENT -- Why Empowerment? -- What is Empowerment? -- From the Inside-To the Outside -- Freedom versus Control -- The Empowerment Balance -- Checking Your Empowerment Level -- CHAPTER 2 From the Pyramid to |

the Circle -- FROM THE PYRAMID TO THE CIRCLE -- The Evolving Organization -- THE PYRAMID -- Characteristics of the Pyramid -- THE CIRCLE -- Characteristics of the Circle -- Where Are You? -- Your Changing Organization -- The Road to Empowerment -- CHAPTER 3 Testing the Climate for Empowerment -- TESTING THE CLIMATE FOR EMPOWERMENT -- Key Qualities of Empowered Workplaces -- Assessing Empowerment -- UNDERSTANDING YOUR SCORES -- CHAPTER 4 Three Paths to Empowerment -- THREE PATHS TO EMPOWERMENT -- Empowerment Is Total -- First- and Second-Order Change -- Moving Mindsets -- Process, Responsibility, Learning -- TOWARD PROCESS -- TOWARD RESPONSIBILITY -- TOWARD LEARNING -- The Core Mind Shifts -- Organizational Redesign -- THE ROLE OF QUALITY -- Levels of Change -- HOW TO START SECOND-ORDER CHANGE -- Steps to Second-Order Change -- EMPOWERMENT IS SECOND-ORDER CHANGE -- Changes To Create Empowerment -- CHAPTER 5 Motivating Through Self-Esteem -- MOTIVATING THROUGH SELF-ESTEEM -- Empowerment Is Total -- Work Satisfies Human Needs -- What Motivates Your Employees? -- Everyone Can Be a VIP -- Validation -- Information -- Participation -- How Anger Affects Work -- CRITICISM -- KEEPING CONTROL AND ALWAYS BEING RIGHT -- Self-Esteem at the Workplace -- The New Work Contract: Mutuality -- Forging the New Work Contract -- BENEFITS OF MUTUALITY -- Foundations for Mutuality -- 1. Shared Assessment -- 2. Problem-Solving Orientation -- 3. Growth and Learning -- CHAPTER 6 Developing Collaborative Relationships -- DEVELOPING COLLABORATIVE RELATIONSHIPS. The Death of Paternalism -- History of Collaboration -- UNDERSTANDING COLLABORATION -- STEPS TO COLLABORATION -- Learning to Solve Problems Together -- PITFALLS OF PASSIVITY -- The Experience of Collaboration -- Directive and Collaborative Styles -- Comparing Management Styles -- Concerns and Fears about Collaboration -- Checking Your Style -- CHAPTER 7 Establishing Facilitative Leadership -- ESTABLISHING FACILITATIVE LEADERSHIP -- The Facilitative Leader and the Empowered Team -- Creating a Climate for Learning -- ARE YOU A LEARNER? -- Blame Placing versus Problem Solving -- SEARCHING FOR PROBLEMS -- LIBERATING CREATIVITY -- The Facilitative Leader Role -- Shifting to Facilitative Leadership -- CHAPTER 8 Building Empowered Teams -- BUILDING EMPOWERED TEAMS -- The Nature of the Empowered Team -- Techniques to Create Empowerment -- Empowerment Focus -- Group Synergy -- Sharing Responsibility -- EXPANDING RESPONSIBILITY -- Action Ideas for Team Empowerment -- EXAMPLES OF EMPOWERED TEAM RESPONSIBILITIES -- Levels of Decision Making -- Thinking About Your Decision Style -- GENERATING COMMITMENT -- Clarifying Team Decisions -- Decision Funnel -- Double-Responsibility Decision Making -- Elements of an Empowered Team -- RESPECT -- INFORMATION -- CONTROL AND DECISION MAKING -- RESPONSIBILITY -- SKILLS -- CHAPTER 9 Influencing Organizational Change -- INFLUENCING ORGANIZATIONAL CHANGE -- EMPOWERMENT AND THE ORGANIZATION -- Organizational Barriers -- ORGANIZATIONAL ADVOCACY -- About the Authors.

Sommario/riassunto

Generate excitement and ownership in every level of your organization by using this step-by-step plan for empowerment.
