

Ways That Organizations Can Create Structural Empowerment Include

Brian D. Christens

Strengths-Based Nursing Care Laurie N. Gottlieb, PhD, RN, 2012-08-22 This is the first practical guide for nurses on how to incorporate the knowledge, skills, and tools of Strength-Based Nursing Care (SBC) into everyday practice. The text, based on a model developed by the McGill University Nursing Program, signifies a paradigm shift from a deficit-based model to one that focuses on individual, family, and community strengths as a cornerstone of effective nursing care. The book develops the theoretical foundations underlying SBC, promotes the acquisition of fundamental skills needed for SBC practice, and offers specific strategies, techniques, and tools for identifying strengths and harnessing them to facilitate healing and health. The testimony of 46 nurses demonstrates how SBC can be effectively used in multiple settings across the lifespan.

Handbook of Psychology, Industrial and Organizational Psychology, CafeScribe Walter C. Borman, Daniel R. Ilgen, Richard J. Klimoski, 2003-03-10 Includes established theories and cutting-edge developments. Presents the work of an international group of experts. Presents the nature, origin, implications, an future course of major unresolved issues in the area.

The New Workforce Challenge A. Hatum, 2013-03-27 Few books go into enough depth to really understand the differences between the future generations of professionals to come and the ones that have gone before. This innovative book examines how new generations of the workplace and workforce will be shaped in the future and shows organizations the ways in which they will have to adapt to succeed.

Organizations, Communication, and Health Tyler R. Harrison, Elizabeth A. Williams, 2015-10-23 *Organizations, Communication, and Health* focuses on theories and constructs of organizational communication and their relationship to health. The goal of the volume is to offer a current picture of organizational and organizing processes and practices related to health. Research in the area of health communication has expanded in recent years, and this research has advanced understandings of campaigns, patient/provider interactions, and social support. However, a gap in the area of health, organizations, and organizing processes emerged, a niche this volume fills. It does so by having chapters identify an organizational theory or organizing process and how aspects of that theory relate to health. Chapters discuss how to marry theory to practice and the other factors (e.g., organizational structure, role, occupation, industry, or environment) that need

to be considered in the process of utilizing the theory in organizations. This volume, aimed at advanced undergraduate and graduate students studying health communication, as well as health professionals, provides useful theory and practice related the organizations and health, and issues a call for further theorizing on the practice of health communication in organizations.

Handbook of Psychology, Industrial and Organizational Psychology Irving B. Weiner, Neal W. Schmitt, Scott Highhouse, 2012-10-10 Psychology is of interest to academics from many fields, as well as to the thousands of academic and clinical psychologists and general public who can't help but be interested in learning more about why humans think and behave as they do. This award-winning twelve-volume reference covers every aspect of the ever-fascinating discipline of psychology and represents the most current knowledge in the field. This ten-year revision now covers discoveries based in neuroscience, clinical psychology's new interest in evidence-based practice and mindfulness, and new findings in social, developmental, and forensic psychology.

Leading Change John P. Kotter, 2012 From the ill-fated dot-com bubble to unprecedented merger and acquisition activity to scandal, greed, and, ultimately, recession -- we've learned that widespread and difficult change is no longer the exception. By outlining the process organizations have used to achieve transformational goals and by identifying where and how even top performers derail during the change process, Kotter provides a practical resource for leaders and managers charged with making change initiatives work.

Operational Auditing Hernan Murdock, 2021-07-01 Operational Auditing: Principles and Techniques for a Changing World, 2nd edition, explains the proven approaches and essential procedures to perform risk-based operational audits. It shows how to effectively evaluate the relevant dynamics associated with programs and processes, including operational, strategic, technological, financial and compliance objectives and risks. This book merges traditional internal audit concepts and practices with contemporary quality control methodologies, tips, tools and techniques. It explains how internal auditors can perform operational audits that result in meaningful findings and useful recommendations to help organizations meet objectives and improve the perception of internal auditors as high-value contributors, appropriate change agents and trusted advisors. The 2nd edition introduces or expands the previous coverage of: • Control self-assessments. • The 7 Es framework for operational quality. • Linkages to ISO 9000. • Flowcharting techniques and value-stream analysis • Continuous monitoring. • The use of Key Performance Indicators (KPIs) and Key Risk Indicators (KRIs). • Robotic process automation (RPA), artificial intelligence (AI) and machine learning (ML); and • Adds a new chapter that will examine the role of organizational structure and its impact on effective communications, task allocation, coordination, and operational resiliency to more effectively respond to market demands.

Essentials of Organizational Behavior Terri A. Scandura, 2017-12-13 Concise, practical, and based on the best available

research, *Essentials of Organizational Behavior: An Evidence-Based Approach, Second Edition* equips students with the necessary skills to become effective leaders and managers. Author Terri A. Scandura uses an evidence-based approach to introduce students to new models proven to enhance the well-being, motivation, and productivity of people in the work place. Experiential exercises, self-assessments, and a variety of real-world cases and examples provide students with ample opportunity to apply OB concepts and hone their critical thinking abilities. New to this Edition A new Emotions and Moods chapter delves into important topics like emotional intelligence, emotional contagion, and affective neuroscience. A new Power and Politics chapter unpacks the most effective influence strategies and helps students develop their political skills. A streamlined table of contents now combines perception and decision making in a single chapter and change and stress in a single chapter. New case studies, including some from SAGE Business Cases for the Interactive eBook, on topics such as virtual teams, equal pay and the gender wage gap, and the use of apps at work introduce timely and relevant discussions to help foster student engagement. The new edition has been rigorously updated with the latest research throughout and includes expanded coverage of Machiavellian leadership, ethical decision making, and organizational design through change. New Best Practices and Research in Action boxes as well as new Toolkit Activities and Self-Assessments have been added to make the text even more hands-on and practical.

Polycentrism Frank Gadinger, Jan Aart Scholte, 2023-05-03 This is an open access title available under the terms of a CC BY-NC-ND 4.0 International licence. It is free to read at Oxford Academic and offered as a free PDF download from OUP and selected open access locations. How does governing work today? How does society (mis)handle pressing challenges such as armed violence, cultural difference, ecological degradation, economic restructuring, geopolitical shifts, global pandemics, migration flows, and technological change in ways that are (not) democratic, effective, fair, peaceful, and sustainable? This volume addresses these key questions with reference to the theme of 'polycentrism', i.e. the idea that contemporary governing is dispersed, fluctuating, messy, elusive, and headless. Chapters develop this notion of polycentrism from the perspectives of a broad spectrum of academic disciplines and theoretical approaches, offering comprehensive coverage of exciting new thinking about how today's world is (mis)ruled. The book identifies four paradigms of knowledge about polycentric governing - organizational, legal, relational, and structural - and pursues conversations across the divides that normally keep these approaches within separate research communities. These exceptional inter-paradigm exchanges focus particularly on issues of techniques (how governing is done), power (what forces drive governing), and legitimacy (whether governing is rightful). Comparisons between the multiple perspectives on polycentric governing highlight, and help to clarify, the distinctive emphases, potentials, and limitations of each approach. In addition, various combinations of the different theories generate promising novel avenues of thought about polycentrism. The book will allow readers to develop and refine their own understandings of governing today and hence to become more empowered political subjects.

Managing Democratic Organizations II Frank Heller, 2019-04-30 First published in 2000, this volume, along with its counterpart, consist of contributions to the history of management and management thought which ask and assess how important managing democratic organizations is today, and how important it will prove to be moving forward, presenting both optimistic and pessimistic interpretations. This collection describes three interrelated research programmes in the form of 38 classic essays and lists 21 authors.

High-performance Work Organizations Bradley Lane Kirkman, Kevin B. Lowe, Dianne P. Young, 1999 Organizations often channel workflow around key business processes in order to enhance their productivity. Those that succeed are referred to as high-performance work organizations (HIPOs). Yet, little is known about the systems that drive high performance or even what defines a HIPO. This book, for both practicing managers and scholars, addresses that knowledge gap. It provides the field's and the authors' definitions of HIPOs, and it contains 168 annotations of recent and informative journal articles, books, and book chapters by those who have studied and worked with such organizations.

Community Power and Empowerment Brian D. Christens, 2019-01-16 Many people want to help bring about changes in their neighborhoods, workplaces, and communities. Leaders and scholars of change efforts are likewise eager for insights into what makes some organizations and coalitions capable of building and exercising power. Why are some groups successful in making changes in policies and systems and in sustaining their momentum over time, while others struggle or never really get off the ground? With *Community Power and Empowerment*, Brian D. Christens brings the most comprehensive analysis of empowerment theory yet conducted to bear on these questions, taking aim at many of the longstanding weaknesses and ambiguities of empowerment theory, research, and practice. For example, one major hindrance is that most notions of empowerment have not been coherently connected with community power. In addition, research has emphasized psychological aspects of empowerment over organizational processes, and has neglected community empowerment processes to an even greater extent. By linking empowerment and community power, Christens constructs a holistic framework for assessing and comparing community-driven change efforts. This book offers new guidance for inquiries into outcomes and impacts of empowerment processes on health and well-being, providing a resource for researchers, organizational leaders, practitioners, and anyone interested in collective action for change.

Organizational citizenship behaviors among public employees. A structural equation modeling approach Filadelfo León Cázares, 2012-12-03 This book represents a ground-breaking attempt to assess the impact of public employees' perceptions on public sector performance in a Latin American and Caribbean context. It opens a window to a generally ignored public sector by illustrating the extent to which public employees' engagement in citizenship behaviors affect their organizations, as well as how these interdependent relationships underpin actual performance. It offers penetrating insights on public service motivation, transformational leadership, and employee satisfaction and trust. Apart from the psychological insights, this study

also establishes a bridge for scholars to undertake comparative studies of public sector performance globally.

An Examination of Empowerment Theory Through the Experiences and Expressions of Direct Care Workers in Residential Treatment Settings Susan Dawn Eschbach,1996

The Agile Leader Simon Hayward,2018-06-03 With the rise of political unrest, protectionism and economic uncertainties, business leaders must assess, react and strategize rapidly, with enough responsiveness to re-calibrate should circumstances change. The Agile Leader exposes how leaders can safely guide their teams to organizational stability and prosperity through agile leadership and building an agile culture. When presented with key moments of choice, agility allows them to move quickly and responsively, and offer coping strategies for this unprecedented rate of change. By adopting agile ways of working that focus on facilitating mental agility, ruthlessly prioritizing, devolving decision-making and investing in customer research, leaders enable organizational learning and drive innovation. With globally diverse and exciting case studies from top businesses including the British Fashion Council, Standard Chartered and Three, Dr Simon Hayward distils years of leadership research and consultancy work into an actionable agile leadership programme, which will deliver effective results for your business. The Agile Leader is an invaluable book for leaders looking to adapt and continuously evolve to match a complex business world.

Equity in the Classroom Todd M. Mealy,Heather Bennett,2022-11-02 Almost 200 years after public schools moved toward free education for all children, educators are still exploring the best approaches for promoting equitable student growth. In early 2020, Covid-19 operational changes and the challenge to confront America's most profound racial problems exposed many equity issues in schools. As a result, educators were called to reimagine the field of education as the curtain closed on the first quarter of the 21st century. The essays in this book challenge classroom instructors to consider new approaches to education theory, classroom praxis and teaching content. The chapters herein draw on mixed-methods and narrative form essays to provide practical tools and techniques for building equitable schools. Viewing schools as extensions of society-at-large, this book delivers innovative curricular approaches to STEM education, the Humanities and applied theater. The authors offer methods for empowering student voices, managing moments of crisis, increasing representation in computer science and implementing restorative justice disciplinary practices in learning institutions. Essays provide all educators with proven instructional models for curricular equity with the goal of moving America closer to a multicultural democracy.

Innovative Recruitment and Retention for Employee Empowerment Walters, Annette G.,2024-12-23 In order to remain competitive, organizations must adapt their recruitment and retention strategies as the business landscape evolves. This may require reevaluating traditional methods and embracing new approaches that align with the changing needs and expectations of candidates and employees. By embracing change and adopting a proactive mindset, organizations can create a more effective and efficient recruitment and retention process. Organizations need to employ innovative methods to attract

talent and to retain them. This may involve utilizing artificial intelligence and data analytics to streamline the recruitment process, implementing personalized employee development programs to enhance retention, or leveraging employer branding to create a compelling value proposition for potential candidates. Businesses and organizations must continue to stay up to date on the latest trends and technologies in talent acquisition, as well as continuously evaluate and improve existing processes. *Innovative Recruitment and Retention for Employee Empowerment* explores strategies for effective employee recruitment and retention. It offers solutions to address the challenges of organizational employee engagement. This book covers topics such as employee engagement, talent management, and workplace culture, and is a useful resource for business owners, managers, data scientists, engineers, academicians, and researchers.

Leadership for Resilient Schools and Communities Mike M. Milstein, Doris Annie Henry, 2008 Combining proven strategies with new information for developing resiliency in schools, this edition emphasizes the critical role of school leaders and features updated exercises for implementing change.

Making Change Tina P. Kruse, 2018-12-19 Engaging youth as leaders of social change offers the exponential benefits of personal empowerment, community enhancement, and economic transformation. Grounded both in interdisciplinary theory and an expansive set of practical case examples, *Making Change* uses an asset focus and cultural relevance that centralizes youth and communities in social entrepreneurship, while introducing vocabulary and frameworks for youth social entrepreneurship advocates to gain resources and political traction for the approach. Readers will have the opportunity to consider the complex interplay of individual, economic, and community development versus oversimplifying causes or solutions of social disparities. Individuals engaged in youth work, program design, funding, and the study of youth and community development will appreciate the text's exploration of existing research and theory that cross scholarly disciplines to promote a robust view of youth development.

International Encyclopedia of Civil Society Helmut K. Anheier, Stefan Toepler, 2009-11-24 Recently the topic of civil society has generated a wave of interest, and a wealth of new information. Until now no publication has attempted to organize and consolidate this knowledge. The *International Encyclopedia of Civil Society* fills this gap, establishing a common set of understandings and terminology, and an analytical starting point for future research. Global in scope and authoritative in content, the *Encyclopedia* offers succinct summaries of core concepts and theories; definitions of terms; biographical entries on important figures and organizational profiles. In addition, it serves as a reliable and up-to-date guide to additional sources of information. In sum, the *Encyclopedia* provides an overview of the contours of civil society, social capital, philanthropy and nonprofits across cultures and historical periods. For researchers in nonprofit and civil society studies, political science, economics, management and social enterprise, this is the most systematic appraisal of a rapidly growing field.

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