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macht ein mythos macht ist die fähigkeit das fühlen denken und handeln anderer menschen zu beeinflussen entscheidungen in unternehmen sind daher meist mit macht verbunden wenn auch oft unbemerkt differenzierte analysen hierzu fehlen denn der begriff wird oft negativ konnotiert diese interdisziplinäre darstellung erläutert das phänomen macht aus begrifflicher gesellschaftlicher und organisationaler sicht die zukunftsgerichtete managementperspektive wird aus der sicht der organisationsentwicklung und transaktionsanalyse ergänzt das ergebnis ist ein ganzheitlicher leitfaden zu machtkultur und somit nachhaltiger führung in unternehmen

in der managementliteratur sind die themen führung und leadership omnipräsent erfolgreiche führung setzt aber voraus dass sich mitarbeiter auch führen lassen und die gemeinsamen ziele mit eigeninitiative lösungsorientiert verfolgen zudem verdrängen agile ansätze die klassisch hierarchischen immer mehr das erfordert nicht nur zeitgemäße führung sondern auch urteilsstarke mitarbeiter welche die führungskräfte tatkräftig und selbstorganisiert unterstützen diese bereitschaft zur unterstützung und zum zielorientierten sich führen lassen in verbindung mit der verantwortungsübernahme für unternehmen mitarbeiter und führungskräfte wird unter dem begriff followership zusammengefasst das buch beschreibt die enge wechselbeziehung von leader und followership sowie die

organisationalen und persönlichen faktoren für followership in der digitalen und agilen arbeitswelt die möglichkeiten und grenzen praxisgerechter followership ansätze schließen die betrachtungen ab

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range of different organizations or groups this literature based work describes causal and systemic theories to explain human behavior based on an analysis of organizations based on systems theory looking through different lenses provides insights into organizations underlying structures namely the machine game or façade metaphors formal and informal structures and their interactions have been analyzed in different lifecycle stages immobility and replaceability the construction of a systemic view of groups shows group specific dynamics and behavioral patterns the specialization in groups drives local best practices expected informal behavior and a narrowed perspective of what is essential for the department or organization these local rationalities are critical to leading groups or organizations the explanations of groups and organizations clarify that a hierarchical understanding or an understanding that an organization or even its culture can be rationally planned is misleading organizations continually adjust to changing conditions in their environment but unfortunately not as their executives intend therefore the change of organizations or groups is hypothesis driven experimentation that integrates the change of the change from the beginning systemic interventions are based on observations and do not claim predictability the manager s primary tasks are to develop team reflexivity and autonomous decision making as well as increase variation and promote selections in the group or organization incremental approaches to management group reflection and development and lateral and formal mechanisms of influence must be utilized in combination with a comprehensive organizational analysis

this practical mult disciplinary guide brings you all of the fundamentals that constructors architects and engineers must understand in order to mitigate risks optimise results and be successful in the design build arena cover

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