

CULTURE & MANAGEMENT IN THE AMERICAS



Alfredo Behrens

Culture And Management In The Americas Stanford Business S

P. Christopher Earley, Harbir Singh



Culture And Management In The Americas Stanford Business S:

Culture and Management in the Americas Alfredo Behrens, 2009-04-02 Latin Americans are culturally different from North Americans in ways that so far have been inaccurately portrayed in the management literature In Culture and Management in the Americas Alfredo Behrens argues that these differences merit a substantial overhaul of management theory and practice to make the best of the significantly untapped Latin American potential for creativity innovation and teamwork This applies in organizations with North American ownership and management whether they are based in the U S or Latin America Behrens a management consultant and academic who has studied taught and practiced in South and North America and Europe explains why the use of traditional North American research methods to capture cultural traits in the multi cultural workforce is inappropriate This practice produces a false picture of the cultural attributes and capabilities of Latin American managers and key staff And this in turn leads to serious shortcomings in the development of appropriate motivation and leadership strategies and of appraisal and control instruments Rather than relying on standardized surveys for measuring cultural attributes to underpin and develop such strategies and tools the author suggests that managers look to the arts particularly literature and cinema for a richer and more useful alternative He illustrates his points by reference to literary icons such as Argentina s Martin Fierro Brazil s Macunaima and America s Captain Ahab He uses a variety of case studies to demonstrate what we can learn from these iconographic characters and what we can expect of each other when we apply these lessons whether we are leading following or working in self directed teams This readable and enjoyable book will be an invaluable engaging and practical tool for anyone charged with managing at any level in workforce that combines both North American and Latin American cultures *Stanford's Organization Theory Renaissance, 1970-2000* Frank Dobbin, Claudia Bird Schoonhoven, 2010-04-09 Between 1970 and 2000 Stanford University enabled and supported an interdisciplinary community of organizations training research and theory building This title summarizes the contributions of the main paradigms that emerged at Stanford in those three decades and describes the sociological conditions under which this environment came about *The Oxford Handbook of Management* Adrian Wilkinson, Steven J Armstrong, Michael Lounsbury, 2017-03-01 Management the pursuit of objectives through the organization and co ordination of people has been and is a core feature and function of modern society Some classic forms of corporate and bureaucratic management may be seen as the prevalent form of organization and organizing in the 20th century but in the post Fordist global knowledge driven contemporary world we are seeing different patterns principles and styles of management as old models are questioned The functions ideologies practices and theories of management have changed over time as recorded by many scholars and may vary according to different models of organization and between different cultures and societies Whilst the administrative corporate or factory manager may be a figure on the wane management as an ethos organizing principle culture and field of academic teaching and research has increased dramatically in the last half century and spread throughout the world The

purpose of this Handbook is to analyse and explore the evolution of management the core functions and how they may have changed its position in the culture zeitgeist of modern society the institutions and ideologies that support it and likely challenges and changes in the future This book looks at what management is and how this may change over time It provides an overview of management its history development context changing function in organization and society key elements and functions and contemporary and future challenges

The Routledge Companion to Cross-Cultural Management Nigel Holden, Snejina Michailova, Susanne Tietze, 2015-04-24 This Routledge Companion provides a timely and authoritative overview of cross cultural management as an academic domain and field of practice for academics and students With contributions from over 60 authors from 20 countries the book is organised in to five thematic areas Review survey and critique Language and languages moving from the periphery to the core Cross cultural management research and education The new international business landscape Rethinking a multidisciplinary paradigm Edited by an international team of scholars and featuring contributions from a range of leading cross cultural management experts this prestigious volume represents the most comprehensive guide to the development and scope of cross cultural management as an academic discipline

Global Leadership Mark E. Mendenhall, Joyce S. Osland, Allan Bird, Gary R. Oddou, Michael J. Stevens, Martha L. Maznevski, Günter K. Stahl, 2025-10-29 This text offers a comprehensive up to date view of the global leadership field since the publication of the third edition of this volume in 2018 Focusing on leading across cultural economic social national and political boundaries simultaneously Global Leadership Research Practice and Development fourth edition presents an in depth summary of the field s past and latest studies and practices in a succinct and engaging style that helps both managers and students grasp the complexities of global leadership The conceptual flow of the book follows the same pattern as the third edition Users of previous editions will notice that the structure of the last edition has been retained but each chapter has been updated where relevant with coverage of seminal research that has occurred in the field since the publication of the last edition of the book Many of the tables remain but have been revised and updated to reflect the current state of research in the field We believe this approach will be helpful to instructors who use Global Leadership Research Practice and Development as a textbook as they will not have to significantly revise their lesson plans but rather can straightforwardly update them with new information from the existing chapters within their course designs Importantly Global Leadership Research Practice and Development is also a valuable guide for executives and managers who work in the global context graduate students of global leadership international business and general leadership classes as well as for scholars and managers seeking a thorough understanding of the current research literature PowerPoint slides and a list of suggested cases are available to further assist instructors

Gaucha Dialogues on Leadership and Management Alfredo Behrens, 2017-12-15 Most subsidiaries of multinational organizations in developing countries are managed like modern day saladeros beef jerking companies where in the process of salting beef workers salted themselves out of life In Gaucha

Dialogues on Leadership and Management Alfredo Behrens illustrates the Latin American organizational how to through a dialogue attributed to two iconic literary characters Martín Fierro and Don Segundo Sombra Fierro passionate nonpragmatic xenophobic and Sombra with a more nuanced affection toward old ways comment on the militia led insurrections from Argentina and Uruguay through Brazil Venezuela Central America and Mexico and draw lessons about leadership strategy and people management in Latin America and the United States While the book's argument covers the ethos prevailing in the Americas Behrens believes it may be relevant elsewhere among similar societies where people prefer to act as members of clans than as autonomous individuals If so the book's argument may be relevant for the vast majority of humankind at work

Applying Interdisciplinarity to Globalization, Management, Marketing, and Accountancy Science Pavlát, Vladislav, Knihová, Ladislava, Cívín, Lubomír, Halík, Jaroslav, MacGregor Pelikánová, Radka, 2023-10-16 With the world becoming increasingly interconnected and complex traditional means are no longer sufficient to address complex global issues Scholars often struggle to navigate the intricate web of interdisciplinary research and theory This gap in understanding leaves many academics feeling adrift in their pursuit of knowledge unable to harness the full potential of interdisciplinary collaboration Applying Interdisciplinarity to Globalization Management Marketing and Accountancy Science offers a comprehensive and up to date solution to the obstacles of interdisciplinarity It meticulously analyzes the theory and methodology of interdisciplinarity as it exists in the most relevant literature and through a detailed examination of four vital disciplines in the applied economy it compares and contrasts the dynamics of globalization and its reflections within these fields Furthermore it uncovers the hidden infrastructures supporting these disciplines and offers practical insights into applying this knowledge in research and practice This book is an indispensable resource for scholars and educators across diverse disciplines empowering them to embrace interdisciplinarity with confidence Innovations in International and Cross-Cultural Management P. Christopher Earley, Harbir Singh, 2000-06-13 Presenting cross cultural research on a wide range of organizational topics this book ranges from the individual to the macro level Among the issues examined are organizational trust in international settings HRM issues in international joint ventures developing strategic advantage across borders and social partnerships for sustainable growth **Culture in Economics** Sjoerd Beugelsdijk, Robbert Maseland, 2010-12-23 Many economists now accept that informal institutions and culture play a crucial role in economic outcomes Driven by the work of economists like Nobel laureates Douglass North and Gary Becker there is an important body of work that invokes cultural and institutional factors to build a more comprehensive and realistic theory of economic behavior This book provides a comprehensive overview of research in this area sketching the main premises and challenges faced by the field The first part introduces and explains the various theoretical approaches to studying culture in economics going back to Smith and Weber and addresses the methodological issues that need to be considered when including culture in economics The second part of the book then provides readers with a series of examples that show how the cultural

approach can be used to explain economic phenomena in four different areas entrepreneurship trust international business and comparative corporate governance Studies On Hospital Management Transformation Di Jian,2020-02-26 The management consulting team headed by Mr Jian Di has provided strategic management consulting services for over 700 medical institutions and has rendered guidance for more than 100 medical institutions in constructing patient centric hospital cultures Studies on Hospital Management Transformation reflects Mr Jian Di s more than 40 years of management experience including nearly 20 years of experience in hospital management Condensing Mr Jian s thoughts on patient centric care in hospital culture this book introduces a method to systematically evaluate and construct hospital culture using 32 procedures and 500 indicators Theoretically innovative and easy to operate the proposed system easily produces the desired effect in constructing patient centric hospital cultures while defying conventional cultural concepts Due to the absence of a clear evaluation standard and system the majority of hospital management personnel in China are uncertain of how to evaluate and construct hospital culture This book presents a theoretical model evaluation indicators and improvement objectives of hospital culture Beyond theories it also includes substantial systematic approaches and practical construction cases which make this book highly applicable The theoretical system of the patient centric hospital culture has been applied in over 100 medical institutions This book should be taken as an essential guidebook for hospital management

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