

Management for Professionals



Sharda S. Nandram

# Organizational Innovation by Integrating Simplification

Learning from Buurtzorg Nederland



Springer

# Organizational Innovation By Integrating Simplification Learning From Buurtzorg Nederland Management For Professionals

**Adela J. McMurray, Gerrit A. de Waal**



## **Organizational Innovation By Integrating Simplification Learning From Buurtzorg Nederland Management For Professionals:**

*Organizational Innovation by Integrating Simplification* Sharda S. Nandram, 2014-11-19 This book presents the theory of integrating simplification and it provides a profound evidence based study of Buurtzorg Nederland The case itself forming the building block of the theory has received tremendous interest in the Netherlands and abroad This is the first international book on Buurtzorg Nederland and the first one departing from a management multidisciplinary perspective The book demonstrates theory building by using the Grounded Theory Methodology as a way to contribute to management theory Integrating simplification gives room for context specific implementation of organizational innovation to different industries

*Business, Ethics and Peace* Manas Chatterji, Luk Bouckaert, 2015-09-23 This volume gathers a selection of papers presented at the International SPES Conference Business for Peace Strategies for Hope held in Ypres in April 2014 The papers illustrate the impact of religion in peace management and present solutions and practices for corporate peace building

**Managing VUCA Through Integrative Self-Management** Sharda S. Nandram, Puneet K. Bindlish, 2017-05-06 In this book experts discuss whether volatility uncertainty complexity and ambiguity VUCA represent a challenge or a business opportunity More intense debates on global climate change increased turbulence in financial quarters increased job insecurity and high levels of stress at the workplace are attracting attention in the context of organization behavior and entrepreneurship Fear and confusion have become part and parcel of business often undermining trust cooperation and inspiration As a response a new way of organizing self management has emerged The book combines practical wisdom from East and West to develop integrative self management theory and practice provides direction to support an integrative mind set integrative organization and integrative leadership and presents VUCA as an opportunity and necessity for development and growth rather than a threat

*Consciousness-Based Leadership and Management, Volume 1* Anil K. Maheshwari, 2023-03-09 This two volume set examines the need for a consciousness based view of leadership which emphasizes universal human flourishing as opposed to a resource based view which focuses on sustaining a competitive advantage This approach is built around three main principles 1 Paradigm Consciousness is primary including complementary existence of opposites 2 Interpersonal focusing on empathy and compassion and 3 Individual experiencing Oneness and expressing creativity Volume One is divided into three sections The first section focuses on Consciousness based approaches to Inclusive Purposeful Quantum and Vedic leadership The second section focuses on leadership principles from Vedic scriptures such as Ramayana and Vedanta The third section includes leadership principles from other scriptures such as Buddhism Confucianism Daoism and Thirukural Aligning leadership practices with the notion of unbounded consciousness this edited collection will extend the literature on organizational culture leadership and sustainability contributing to solving the grand challenges facing humanity

**Consciousness-Based Leadership and Management,**

**Volume 2** Anil K. Maheshwari, 2023-08-17 This two volume set examines the need for a consciousness based view of leadership which emphasizes universal human flourishing as opposed to a resource based view which focuses on sustaining a competitive advantage This approach is built around three main principles 1 Paradigm Consciousness is primary including complementary existence of opposites 2 Social Interpersonal focusing on empathy and compassion and 3 Individual experiencing Oneness and expressing creativity Volume Two is divided into two sections Each section offers a mix of qualitative and quantitative studies The first section focuses on consciousness based development of organizational capabilities such as ambidexterity flow and work life balance The second section is focused on organizational interventions such as reinvention meaning making well being and sustainability Aligning leadership practices with the notion of an unbounded consciousness this edited collection will extend literature on organizational culture leadership and sustainability contributing to solving the grand challenges facing humanity

### **Responsible Leadership for Sustainability in**

**Uncertain Times** Tanuja Sharma, Rupamanjari Sinha Ray, Nayan Mitra, 2022-10-05 This book contains compilation of emerging discourses on responsible leadership for sustainability in uncertain times Uncertainty is looming large at global level due to COVID climatic disruptions and persisting social discriminations especially since the pandemic which have disrupted economies at both local and global levels Technology was a boon to mitigate hardships emerging from such disruptions The book documents the leadership roles welfare issues best practices and innovations that help organizations to sustain in a VUCA world Economic social and environmental concerns and their mitigation as documented in this book will be relevant for future planning and execution for sustainable existence A blend of research by practitioners and academicians capturing organizational experiences through case studies makes it attractive for a wide range of readership Business leaders will find this book extremely helpful to understand the nuances and insights for responsible leadership and innovative strategies for stakeholder management and engagement for sustained businesses Practitioners would get insights into responsible leadership for improving existing sustainable practices and speed up the transition which is necessitated due to disruptions Prospective entrepreneurs may find that book helpful for creating responsible organizations which are sustainable due to responsible management of resources employees and environment Students and researchers can learn from the cases and documentation on responsible leadership social and environmental concerns and sustainability in this book

*Organizational Development* Jan Achterbergh, Dirk Vriens, 2019-06-05 Organizational Development gives readers an understanding of organizational structures and presents a new and easy to understand framework which describes the three dimensions of organizational interventions Interventions in organization often fail This has been widely acknowledged many books exist about the topic and many approaches are proposed to guide organizational interventions but to no avail so it remains difficult to design and guide them This is the first book to 1 provide readers with an understanding of organizational structures and why it is both relevant and difficult to change them and 2 present a model consisting of three underlying

dimensions of interventions The authors describe how this model can be used to design interventions in organizational structures Containing practical guidelines to show how interventions can be designed and controlled this book should be considered essential reading for postgraduate students of organizational development design and change and practitioners carrying out organizational development projects

**Coaching Self-Organising Teams** Ro Gorell,2021-12-21 There is a tendency to assume that teams will naturally know how to self organise and optimise their collective talents This thoughtful and engaging book explores the practicalities of coaching teams and some of the challenges that naturally occur because of who we are as human beings Part of The Professional Coaching Series this book challenges the assumption that self organising teams will work in all settings answering some of the recurring questions and challenges observed in many organisations How do we connect with each other so we create trust How do we work through conflict and see it as part of a natural ebb and flow in relationships How do we create meaningful work in the context of an ever changing environment The opening chapter lays out some basic team coaching principles to help set the stage for coaching people in teams and there are coaching questions in each chapter to engage the reader as well as tools they can use immediately Coaching teams is more than just applying coaching skills It requires a deep understanding of how people behave and an adaptive approach to coaching This book provides both research references and practical tools to help team coaches start their team coaching journey

**Digital Insurance** Bernardo Nicoletti,2016-01-26 This book explores the ways in which the adoption of new paradigms processes and technologies can lead to greater revenue cost efficiency and control as well as improved business agility in the insurance industry

**Digital Economy Post COVID-19 Era** Prashant Mishra,Ashu Sharma,Sayantan Khanra,Sumit K. Kundu,Sushanta Kumar Mishra,2023-11-01 This book presents the future directions of the digital economy post Covid 19 era The chapters of this book cover contemporary topics on digital economy and digital initiatives undertaken by various organizations Overall the book shares insights on how organizations can adapt and transform their processes structure and strategies to remain relevant and competitive in the new business and economic environment These insights also emerge from multidisciplinary discussions in various management domains such as consumer behaviour and marketing economics finance and accounting entrepreneurship and small business management environmental social and governance compliance future of work human resource management leadership inclusive workforce information systems and decision sciences international business and strategy and operations and supply chain management

**Leadership Today** Joan Marques,Satinder Dhiman,2016-08-24 This textbook provides a clear understanding of leadership needs in today s business world explained within the scope of hard and soft leadership skills It captures qualities and skills such as spirituality empathy moral behavior mindfulness empathy problem solving self confidence ambition knowledge global understanding and information technology This text explains and provides guidelines for the implementation of each skill and includes examples from contemporary and historical leaders inviting the reader to consider each quality and engage in self reflection This book

deviates from excessive theoretical descriptions presenting a timely hands on approach to leadership Featuring contributions from academics and professionals from around the world this text will be of interest to students researchers professionals in business and leadership who aspire to lead beyond their immediate environment Frugal Innovation Adela J.

McMurray, Gerrit A. de Waal, 2019-11-28 Customers are increasingly seeking low cost high quality or what is known as frugal products that meet the buyer's needs while reducing the associated cost of ownership This book examines the developing principles and theories of frugal innovations across the globe The authors identify frugal innovation FI using a multi method approach to data analysis They argue that the concept of frugality as a societal ethical value has undergone several changes and propose a differentiated model of frugal innovations They address frugal innovations that have never been accessible to the public Hands on case studies across various industry sectors and countries supported by theory provide multiple learning opportunities The authors explore the relationship between FI and digitalisation and technology and discuss how FI can be applied in the context of contemporary issues such as food security Further they articulate the mechanisms by which FI beliefs and values can be incorporated into organisational culture The final chapters address both ethical and controversial views of frugal innovation The book is a valuable resource for students in business courses for industry professionals wanting to improve their triple bottom line and for educators wanting to influence and change the mindsets of the younger generations to effectively deal with today's and tomorrow's challenges Developing Informed Intuition for

Decision-Making Jay Liebowitz, 2019-07-19 This book examines how to develop the main traits that are necessary to become an informed intuitant Case studies and examples of successful informed intuitants are a major component of the book Intuitant is someone who has the intuitive awareness to be successful Informed intuitant indicates that the individual decision maker not only applies his/her intuition but also verifies it through using data driven approaches such as data analytics Some of this work resulted from research examining how well do executives trust their intuition **Humanistic**

**Management in Practice** Ernst von Kimakowitz, Hanna Schirovsky, Carlos Largacha-Martínez, Claus Dierksmeier, 2021-02-15 This book demonstrates how principles of a Humanistic Management paradigm are practiced in a variety of industries and regions by businesses of different ownership structures and sizes What unites these businesses is their commitment to the three stepped approach of Humanistic Management which is grounded in unconditional respect for the dignity of life the integration of ethics in management decisions and active engagement with stakeholders These businesses are not labeled social enterprises but operate within the mainstream of competitive markets However they do have a deep sense of responsibility towards the communities in which they operate and act accordingly knowing that sustaining business success over time depends on a value proposition to society at large The cases featured in this book serve to clarify that businesses can thrive not despite but because they are upholding principles of Humanistic Management It will be valuable reading for academics working in the field of business ethics sustainability and corporate social responsibility Global Perspectives on

Indian Spirituality and Management Sanjoy Mukherjee, László Zsolnai, 2022-07-07 This book brings together a collection of articles from eminent scholars and practitioners from India Europe the USA and Australia and investigates the applicability of spiritually inspired business models in Indian and Western contexts This book is a tribute to the revered Indian management scholar and philosopher Professor S K Chakraborty a pioneer of human values and Indian ethos in management It explores the potentials and pitfalls of spiritual based leadership and provides directions for renewing business education to embrace human values and spirituality The forty contributions in the book are divided into seven sections introduction business ethics and management developing new organizational models and processes potentials and pitfalls of spirituality based leadership leaders and their world education spirituality and society ways to go to bring out different aspects of the spirituality in business model endorsed by Chakraborty The book is a treasure trove for researchers of not only business ethics but also of leadership and strategy studies in addition to the organization professionals and the general reader for expert insights on the topic      *Workplace Spirituality* Yochanan Altman, Judi Neal, Wolfgang Mayrhofer, 2022-01-19

Workplace spirituality is an emerging field of study and practice and this book asks the questions Where have we been in the last ten years as a field and where should we be headed in the next ten years The editors asked these questions of thought leaders from around the globe leaders who represent different sectors faith traditions worldviews and organizational functions This volume represents the best of current thinking about the state of the field of workplace spirituality and of what the future holds There are four themes 1 management themes such as leadership ethics change management and diversity 2 workplace spirituality in sectors such as health and wellbeing policing and creative industries 3 key issues that are emerging such as self spirituality mindfulness storytelling and the importance of nature and 4 cutting edge epistemologies and methodologies including indigenous studies relational ontology ethnography and psychodynamics These articles were chosen to provoke new thinking new research and new practice in the field of workplace spirituality with the goal of helping the field mature in the next decade      Humanocracy, Updated and Expanded Gary Hamel, Michele Zanini, 2025-08-26 A powerful new

edition of the Wall Street Journal bestseller that helps leaders build radically more human and capable organizations Now more than ever we need organizations that are daring resilient and creative Unfortunately when confronted by unprecedented challenges most companies and institutions prove to be timid plodding and orthodox The culprit is bureaucracy With its top down power structures and rule choked systems bureaucracy hobbles ingenuity and innovation In a time of upheaval these long tolerated impediments are fast becoming competitively and economically untenable Humanity needs and deserves something better In Humanocracy Gary Hamel and Michele Zanini make a passionate data driven argument for uninstalling bureaucracy and reinventing management as we know it In this extensively updated and expanded edition readers will find new and compelling case studies the latest research findings and a wealth of fresh and provocative insights Humanocracy is both a manifesto for institutional renewal and a blueprint for building organizations that are as

courageous energetic and ingenious as the people inside them Essential building blocks include Motivation Rallying colleagues to the challenge of reimagining management as usual Models Leveraging the experience of vanguard organizations that have successfully disrupted the bureaucratic status quo Mindsets Escaping the industrial age thinking that undermines the quest to build radically more capable organizations Mobilization Activating a pro change coalition to hack outmoded management systems and processes Migration Embedding the principles of humanocracy ownership markets meritocracy community openness experimentation and paradox in your organization s DNA If you ve finally run out of patience with bureaucratic bullshit if you re eager to build an organization that can outrun change and outperform expectations if you believe every team member deserves the chance to do something extraordinary then this book s for you

Servant Leadership, Social Entrepreneurship and the Will to Serve Luk Bouckaert, Steven C. van den Heuvel, 2019-11-28

This book brings together a number of important essays on the intersection of servant leadership and social entrepreneurship examining them through a shared focus on the will to serve This combination bears out the insight that inspiring social and economic leaders are able to transform a conflictual human settlement into a collaborative and caring human community The book seeks to answer the question of whether we can induce from their way of doing things a model of civic entrepreneurship and leadership that can inspire people in profit non profit and public organizations It also examines the extent to which the will to serve is compatible with the will to maximize profit or the will to gain economic political or religious power Furthermore it asks how far different spiritual traditions create different models and examples of servant leadership and social entrepreneurship This book will be of interest to researchers working in the fields of business ethics business spirituality and corporate social responsibility

### **Gespannte Arbeits- und Geschlechterverhältnisse im**

**Marktkapitalismus** Karina Becker, Kristina Binner, Fabienne Décieux, 2020-03-27 Dass sich Arbeits und Lebenswelten und damit zusammenhängend Geschlechterverhältnisse im Umbruch befinden ist mittlerweile sowohl in der Frauen und Geschlechterforschung als auch in der Arbeits und Industriesoziologie state of the art Die Beobachtung eines tiefgreifenden sozialstrukturellen und ökonomischen Umbruchs zu einer marktkapitalistischen Gesellschaft wird von VertreterInnen beider Disziplinen diagnostiziert Der vorliegende Band unterzieht diese Thesen einer Revision und Aktualisierung anhand von empirisch innovativen Feldern sowie theoretischen Konzeptionen Herausgeberinnen Dr Karina Becker ist an der Friedrich Schiller Universität Jena tätig Dr Kristina Binner und Fabienne Décieux arbeiten an der Johannes Kepler Universität in Linz

*Neue Technologien für die Pflege* Manfred Hülsken-Giesler, Susanne Kreutzer, Nadin Dütthorn, 2021-12-06 Die

Digitalisierung der Pflege ist umstritten Ist es legitim ein Handlungsfeld zu technologisieren das Sorgearbeit mit vulnerablen Menschen in den Mittelpunkt stellt Die Debatte um die Entwicklung Erprobung und Bewertung von neuen digitalen Technologien für die Pflege boomt in Deutschland Nach einer dynamischen Forschungs und Entwicklungsphase zu digital gestützten Informationssystemen und Assistiven Technologien für die Pflege steht nun eine Auseinandersetzung um die



Bedeutung von Autonomen und gegebenenfalls auch Lernenden Systemen für die Pflege und Pflegebildung bevor Dieser Band versammelt grundlegende und pragmatische Reflexionen zum Thema um Impulse und Orientierungen für eine systematische Diskussion um Chancen und Herausforderungen des Technikeinsatzes auf der praktischen Versorgungsebene der direkten Pflege der Ebene der institutionellen Organisation von Versorgungsprozessen sowie einer bergeordneten gesellschaftlichen Ebene zu liefern The discourse about the development testing and evaluation of new digital technologies for nursing is dynamic Digitally supported information systems and assistive technologies to support nursing have become increasingly established in recent years Currently the importance of Robotics and Autonomous Systems as well as Learning Systems for nursing and nursing education is increasingly discussed The volume presents fundamental and pragmatic reflections on the digitalisation of nursing in order to provide impulses and orientation for a systematic discussion about opportunities and challenges of the use of technology in nursing The contributions deal with the possibilities and limitations of digitalisation for the practice of nursing the institutional organisation of care and for the social understanding of care

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