

*"Healing the Downsized Organization is a book written just in the nick of time. In a caring and effective way, Delorese Ambrose teaches people how to bounce back triumphantly from downsizing."*

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to Know About  
Today's New Workplace**  
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*Delorese Ambrose, Ed.D.*

# Healing The Downsized Organization

**Kenneth De Meuse, Mitchell Lee Marks**



## **Healing The Downsized Organization:**

*Healing the Wounds* David M. Noer, 2009-08-31 From the founder of layoff survivor sickness an updated edition of a book for today's downsized workforce Thoroughly revised and updated David Noer's classic book about downsized organizations has never been more relevant Reports of the most recent layoffs are making the front pages of our newspapers with frightening regularity And massive downsizing continues to reshape the face of American business But what about those who remain behind *Healing the Wounds* provides an antidote to the widespread malaise on the American business scene left in the wake of workforce reductions Drawing on case studies and original research David M Noer an expert frequently quoted in major media such as *The Wall Street Journal* and *Fortune* on the topic of layoffs and layoff survivor sickness provides executives human resource professionals managers and consultants with an original model and clear guidelines for revitalizing downsized organizations and the employees left behind Offers thoroughly revised edition of a book about layoffs and those who are left behind Filled with relevant case studies and recent research Written by David Noer an acclaimed expert on the topic Gives employers much needed guidance for revitalizing downsized companies *Healing the Downsized Organization* Delores Ambrose, 2010-04-28 *Healing the Downsized Organization* is for managers and employees who must make sense of dramatically changed workplaces after reengineering restructuring or downsizing Here are best practices from those who are successfully reinventing their organizations and re creating healthy workplaces Documented examples from executives managers and employees who have bounced back from this challenge reveal how they minimized pain during downsizing and discovered promising possibilities for changed employer employee relationships Dramatic profiles of four organizations representing manufacturing media journalism education and health care provide lessons you can practice today whether downsizing is unfolding now or whether it looms in the future From interviews with CEOs managers and employees you will understand how individuals at all levels have handled the tension between personal and organizational goals managed the human struggles and achieved victories as they cut costs and redeployed resources to face competition or changing market conditions You will learn how these companies and individuals coped with downsizing including how survivors regained momentum focus and job satisfaction after downsizing what kinds of company employee interactions allowed trust to be rebuilt how managers succeeded in balancing the concerns of those who left and those who stayed ways to be an effective leader in the transitional period approaches to forge a new employer employee social contract for the emerging workplace *Healing the Downsized Organization* is the recovery book for the downsizing of America *Healing the Downsized Organization* Delores Ambrose, 1998-07-28 *Healing the Downsized Organization* is for managers and employees who must make sense of dramatically changed workplaces after reengineering restructuring or downsizing Here are best practices from those who are successfully reinventing their organizations and re creating healthy workplaces Documented examples from executives managers and employees who have bounced back from this challenge reveal how they minimized

pain during downsizing and discovered promising possibilities for changed employer employee relationships Dramatic profiles of four organizations representing manufacturing media journalism education and health care provide lessons you can practice today whether downsizing is unfolding now or whether it looms in the future From interviews with CEOs managers and employees you will understand how individuals at all levels have handled the tension between personal and organizational goals managed the human struggles and achieved victories as they cut costs and redeployed resources to face competition or changing market conditions You will learn how these companies and individuals coped with downsizing including how survivors regained momentum focus and job satisfaction after downsizing what kinds of company employee interactions allowed trust to be rebuilt how managers succeeded in balancing the concerns of those who left and those who stayed ways to be an effective leader in the transitional period approaches to forge a new employer employee social contract for the emerging workplace Healing the Downsized Organization is the recovery book for the downsizing of America

**The Virtuous Organization** Charles C. Manz, 2008 Throughout her life Gabrielle Chanel was close to the greatest artists of her time including poets Jean Cocteau and Pierre Reverdy painters Pablo Picasso and Salvador Dal and composer Igor Stravinsky The creative heritage of the House of CHANEL has continued throughout the decades from Gabrielle Chanel to Karl Lagerfeld in the form of a dialogue established between artists and authors The impact of these individuals and others on Chanel s designs is explored in detail throughout the book Paintings sketches letters documents and rare archival photographs illustrate the influence of different eras and inspirations on the clothing jewelry and perfumes that have shaped fashion throughout the decades Moving from the little black dress to the women s suit to CHANEL No5 CULTURE CHANEL explores the bold path of a brand that has always known how to express the essence of its times a fashion house that continues to be an enduring symbol of modernity

**Resizing the Organization** Kenneth De Meuse, Mitchell Lee Marks, 2003-02-03 Presented by the Society for Industrial and Organizational Psychology this much needed resource offers a wealth of theoretical information best business practices and winning techniques for executives who must guide their companies through the often difficult processes of mergers acquisitions downsizings and other transitions Written by top experts in the field Resizing the Organization is a field guide for applying industrial and organizational psychology theories and practices to the management of change strategies

*Ageing, Organisations and Management* Iris Aaltio, Albert J. Mills, Jean Helms Mills, 2017-08-16 This book explores critical perspectives on ageing in organisations and offers both managerial and workplace practices for dealing with this prominent issue The collection provides cross disciplinary research on the discursive and mythological aspects of ageing at work as well as recent studies of the relationship between age and innovation talent careers and workplace transitions The book brings together authors from Europe North America and Australia By addressing current societal challenges and offering insights on ageing at work this book will be of interest to those involved in human resource management workplace organisation and the sociology of work

Leadership Delorese

Ambrose,2004-03-30      **Back to Work!** Stephen Adams,2009-10-01 Since the current recession began in December 2007 the American economy has lost a staggering total of 6 5 million jobs The unemployment rate is hovering near 10% for the first time in over a quarter century And still each month several hundred thousand more people are losing their jobs It seems as if words like hope and opportunity have gone the way of our economy For many people the very idea of unemployment not to mention the reality of it is a life changing trauma at the top of their stress list disrupting their lives and marriages and even attacking their sense of self worth For others this unenviable circumstance might well be a blessing in disguise marking the start of a new career path or even self employment It all depends on how it s handled Back to Work is a short easy to read book that will help you cope with the emotional and spiritual effects of job loss from an author who has been there Three times In Back to Work Stephen Adams speaks from experience as he helps you get from wherever you are now to your next career This little book is full of illustrations from Stephen s own life and the lives of other successful career remodelers

*Consultation for Organizational Change* Anthony F. Buono,David W. Jamieson,2010-09-01 This volume is a joint publication in the Research in Management Consulting and Contemporary Trends in Organizational Change and Development series This dual focus reflects the reality that consulting for organizational change is a special type of management consultation a complex field of endeavor that requires a broad range of skills and competencies To be truly effective change related consulting requires a unique client consultant relationship a special set of consulting skills an expertise in human and organizational systems and significant personal qualities It is in high demand in a world full of change Yet we still know relatively little theoretically about this type of consulting and have relatively little empirical evidence about what actually works and why As the contributors amply illustrate the Organization Development OD field has a well developed set of frameworks technologies and models of change Still we need to focus on and learn more about the role of the OD consultant as a special kind of change agent A goal of this joint volume is to increase that specific body of knowledge and provide an illustration of much needed collaboration in bringing all possible resources to bear on our understanding of an increasingly critical and essential form of consulting      **Applied Ethics in Management** Shitangsu K.

Chakraborty,Samir R. Chatterjee,2012-12-06 Ethical issues are emerging as the most important managerial challenge in all spheres of organizational life from the wider issues of strategy making finance technology marketing information systems to the subtle concerns of gender demography or cultural diversity The competitive market economy model has widened the scope for managers in all countries to violate the fundamental values and integrity needed to maintain and enrich a civil society These violations stretch from personal lapses of bribery and corruption to the wider areas of moral questions related to an ethically grounded global business system This book grew out of a three day international workshop addressing these issues held at the Management Centre for Human Values MCHV Indian Institute of Management Calcutta during February 1998 The workshop explored topics of applied management by providing mUltiple perspectives Eighteen of the papers have

been chosen for this volume covering business functions strategies and alliances One of the key objectives of the workshop was to integrate ideas of applied ethics developing from Asia Australia and Europe Any book on applied ethics must be founded on a multicultural base and be practically oriented This project has been greatly privileged in drawing together the work of 18 very senior and widely experienced academics and practitioners spanning four continents The two editors from different continents communicated regularly with each other and the contributors The book is a result of the support and encouragement of many individuals CIO ,1994-12-15 **Healthcare Ministry** Gerald A. Arbuckle,2000 Healthcare Ministry *Organizing & Organizations* Stephen Fineman,Yiannis Gabriel,David Sims,2009-11-17 Organizing and Organizations is well loved by students and lecturers for its accessible conversational tone and insightful real life examples introducing the study of organizations and organizational behaviour Fineman Gabriel and Sims eminent academics in the field cover a wealth of key concepts research and literature leaving students informed and engaged The Fourth Edition builds on the strengths of previous editions to provide you with a textbook that continues to stand out from the rest This new edition has been fully developed to include New chapters on Influence and Power and Innovation and Change A new section within each chapter that highlights the theoretical links informing the chapters New review questions to test and apply your understanding of the ideas in each chapter New reading on sections that direct you to free links to highly recommended journal articles relating to each chapter s coverage and found on the companion website New critical review questions at the end of each chapter to encourage debate Each chapter is now enlivened with pictorial illustrations A fully updated glossary of key concepts in the study of organizations Organizing and Organizations integrates a strong critical approach throughout

**Understanding Occupational & Organizational Psychology** Lynne J Millward,2005-03-22 This is a really useful and comprehensive textbook that will provide readers with all their needs as a primer in the field of occupational and organisational psychology Cary L Cooper Times Higher Educational Supplement Provides excellent coverage of the main areas of Industrial Work and Organisational Psychology All main topics at the individual an group levels are covered a highly competent research based introductory text Professor Neil Anderson University of Amsterdam Understanding Occupational and Organizational Psychology is an invaluable resource for students doing a course in occupational and organizational psychology either at third year undergraduate or Masters level The text provides comprehensive coverage of the British Psychological Society s training requirements for becoming a chartered occupational psychologist yet it is also compliant with European training guidelines for industrial work and organizational psychology too This book will prompt and inspire further reading and research as well as ideas for dissertations problem formulation and the creative application of knowledge to various situations Ideal if you want to get ahead with your undergraduate study or get your foot on the ladder to becoming a fully fledged scientist practitioner *Leading After a Layoff: Reignite Your Team's Productivity...Quickly* Ray Salemi,2009-10-16 Help your team survive the damaging effects of a layoff Learn how to keep the company running and

profitable and your team motivated and happy Being laid off from a job can be devastating The experience can be just as brutal for the manager of a surviving team You need to lead your team to higher productivity just as low morale survivor guilt and confusion are at their peak You need a twelve week program that brings your team back to life and makes them less vulnerable to layoffs With Ray Salemi s twelve week recovery plan you ll learn the secrets of bringing employees back from the organizational and emotional turmoil of downsizing Rebuild Trust Create a bond of loyalty with your team members that can t be affected by layoffs Survey the Damage Assess the needs of the department and company Lead So Others Will Follow Help your team take ownership of its recovery and place in the organization Foster Emotional Recovery Help your team members heal themselves with simple techniques Let Salemi mentor and guide you through the step by step development plan that takes groups in complete disarray and rebuilds them into highly functioning teams **Surviving Chaos in**

**Organizations** Janice M. Spangenburg,2008-01-25 There is no available information at this time Business Psychology and Organizational Behaviour Eugene McKenna,2020-05-13 Business Psychology and Organizational Behaviour introduces principles and concepts in psychology and organizational behaviour with emphasis on relevance and applications Well organised and clearly written it draws on a sound theoretical and applied base and utilizes real life examples theories and research findings of relevance to the world of business and work The new edition of this best selling textbook has been revised and updated with expanded and new material including proactive personality and situational theory in personality theory of purposeful work behaviour emotional and social anxiety in communication decision biases and errors and right brain activity and creativity to name a few There are numerous helpful features such as learning outcomes chapter summaries review questions a glossary and a comprehensive bibliography Illustrations of practice and relevant theory and research also take the reader through individual group and organizational perspectives This is an essential textbook for undergraduates and postgraduates studying psychology and organizational behaviour What is more it can be profitably used on degree diploma professional and short courses It s also likely to be of interest to the reflective practitioner in work organizations **Organizational Ethics in Health Care** Philip J. Boyle,Edwin R. DuBose,Stephen J. Ellingson,David E. Guinn,David B. McCurdy,2004-03-15 This comprehensive and much needed resource helps health care ethicists to meet the demand of challenges such as managed care medical technology and patient activism Through a review of core principles and a rich selection of cases practitioners and students will learn to apply ethics in the day to day administration of health care organizations The authors are from the Park Ridge Center the nationally acclaimed consulting and research firm

**Impact of Organizational Trauma on Workplace Behavior and Performance** Háša, Stanislav,Brunet-Thornton, Richard,2017-01-06 There are many different types and causes of trauma in the workplace which can impact employee behavior and performance Thus it is imperative for managers to discover new ways to combat these issues and work toward a more harmonious working environment for all Impact of Organizational Trauma on Workplace Behavior and Performance is

a comprehensive examination of the multiple types of workplace traumas and the solutions which will heal these challenges to increase overall organizational culture and success Highlighting extensive coverage of relevant topics such as downsizing change management trauma exposure and organizational leadership this publication is ideal for practitioners professionals managers and researchers seeking innovative perspectives on organizational traumas in the workforce     **Private Selves in Public Organizations** M. Diamond,S. Allcorn,2009-03-30 This book explores organizations as not simply rational technological structures and networks for organizing people around tasks and services it defines organizations as relational experiential and perceptual systems



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