

Informal leadership, strategy and organizational change

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Résumé ou extrait : "Across the spectrum of organizational operations, workplace interactions have proven to be one of the most difficult activities for leaders to manage effectively, especially during any level of change. In these circumstances, leadership strategies, especially related to change and leadership transition, consistently fail at an alarming rate. Additionally, employee engagement and team collaboration continue to be among the most elusive concepts for those in leadership to master. This book explores the influence of the informal leader on team member engagement during major change initiative in the organizational paradigm, with a special emphasis on leaders who are new to the team composite. This book examines the role of the informal leader in promoting or hindering team member engagement and OCB behaviour in change dynamics with a focus on change in the leadership structure and major initiatives. The relationship between the formal and informal leader is explored to assess impact on team interactions and capacity to effectively execute change strategies. This book provides critical information to aid in organization's achieving long-term success and will be of interest to researchers, academics, and

students in the fields of leadership, organizational studies, strategy, and human resource management." (p. de garde)

Sujet - Nom commun : Changement organisationnel

Leadership

Efficacité de l'organisation

Gestion

Travail de groupe