

Complexity, Learning and Organizations

A quantum interpretation of business

WALTER R.J. BAETS

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Knowledge Management and Management Learning: Extending the Horizons of Knowledge Based Management Walter R.J. Baets,2005-07-01 Knowledge Management and Management Learning Extending the Horizons of Knowledge Based Management examines a range of topical considerations in the field by utilizing dynamic and non linear systems behavior or the complexity paradigm From this examination have come a number of new and promising relevant extensions to knowledge management and its practice Many of the topics have been pulled from real world situations in actual companies and therefore these topical treatments reflect quantitative and qualitative research done within the knowledge management framework of actual company experience Offered are a series of topical treatments that extend the parameters of knowledge management and examine the practical implications of these extensions The book begins with an extended introduction and theoretical framework The contributing authors have written chapters that add to both the framework and the practical consequences of knowledge management Within this context the book illustrates why and how of knowledge management is important for companies

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The Emergence of Complexity Paul Hager, David Beckett, 2019-10-11 This book centres on a broadened view of complexity that will enrich engagement with complexity in the social sciences The key idea is to employ complexity theory to develop a holistic account of practice agency and expertise In doing so the book acknowledges and builds upon the relational character of reductive accounts It draws upon recent theoretical work on complexity emergence and relationality to develop a novel account of practice agency and expertise in and for workplaces Biological psychological and social aspects of these are integrated This novel account overcomes problems in current views of practice agency and expertise which suffer from reductive or fragmented analyses based upon individuals groups or networks In retrieving the experiential richness of human activity often esteemed as the basis of generative and creative life this book shows how complexity both emerges from and is a non reductive feature of human experience especially in daily work an ambitiously wide ranging volume questioning the key tenets of respected approaches and offering novel accounts which draw on features of complexity thinking But they go further than any of us in their argument that whatever reductive moves are made they flow from holistic accounts of relationality which have already affectively engaged the purposes of a co present group This is the intellectual contribution that is built consistently and persuasively across the chapters Professor Emerita Anne Edwards Oxford University Hager and Beckett have written a book that will challenge more commonly held notions of agency practice skills and learning Centering their argument on complexity theory or as they prefer complexity thinking Hager and Beckett argue that it is through relations that we raise questions about gather data from and make working sense of the complexity that surrounds us Groups then particularly small groups hold and implement agentive power And what the authors call co present groups ones in which holistic relationality occurs socially and affectively in distinctive places draw us closer to each other and harness our normativity by enabling negotiability and reason giving If your field of study involves anything remotely sociocultural in nature or if you are just interested in the complex ways we engage as humans with our worlds you should find a place for this book in your library Bob Fecho Teachers College Columbia University New York NY USA

Virtual Corporate Universities Walter R.J. Baets, Gert van der Linden, 2012-12-06 Over the past years business schools have been experimenting with distance learning and online education In many cases this new technology has not brought the anticipated results Questions raised by online education can be linked to the fundamental problem of education and teaching and more specifically to the models and philosophy of education and teaching Virtual

Corporate Universities A Matrix of Knowledge and Learning for the New Digital Dawn offers a source for new thoughts about those processes in view of the use of new technologies Learning is considered as a key strategic tool for new strategies innovation and significantly improving organizational effectiveness The book blends the elements of knowledge management as well as organizational and individual learning The book is not just a treatment of technology but a fusion of a novel dynamic learner student driven learning concept the management and creation of dynamic knowledge and next generation technologies to generic business organizational and managerial processes and the development of human capital Obviously the implications of online learning go far beyond the field of business as presented in this book Organizational Learning and Knowledge Technologies in a Dynamic Environment Walter R. J. Baets,1998 Richly illustrated and covering every aspect of the field from anatomy to ancillary techniques such as facial fillers this authoritative work examines new procedures in addition to variations on existing approaches and is an invaluable resource to surgeons **Complexity and Creativity in Organizations** Ralph D. Stacey,1996 **Complexity, Organizations and Change** Elizabeth McMillan,2003-12-18 Available in paperback for the first time this book describes and considers ideas and insights from complexity science and examines their use in organizations especially in bringing about major organizational change **The Interaction of Complexity and Management** Michael R. Lissack,2002-11-30 What is complexity science What is management And how are the two linked The potential of complexity science in the fields of management and organization studies has been explored before yet there is little agreement on what complexity science truly is Lissack and Rivkin along with a panel of distinguished academics and executives identify critical topics in the study of complexity science They reveal complexity science to be a process one seeking and understanding of the systems we inhabit and ways of applying that understanding to the management of organizations Complexity science is not a management fad and the authors do not treat it as such Instead they offer useful and fascinating viewpoints on how work is managed in an age of business uncertainty and how it can be more successfully managed with the aid of this rapidly evolving new field of science Their multidisciplinary book combines systems theory statistical modeling and individual and organizational learning in an innovative new context The volume takes a pragmatic approach if it works it s right And complexity science say the authors work extremely well This book is an important resource for upper level executives specialists in organizational behavior and their colleagues in the academic community Complexity, Organizations and Change Elizabeth M. McMillan,2004 Complexity science has seriously challenged long held views in the scientific community about how the world works These ideas particularly about the living world also have radical and profound implications for organizations and society as a whole Available in paperback for the first time this insightful book describes and considers ideas from complexity science and examines their use in organizations especially in bringing about major organizational change Author McMillan explores how organizations their design the way they operate and importantly the people who co create them a *Managing Organizational Complexity* Kurt

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