



BEYOND REDUCTIONISM



*Gateways
for
Learning
and Change*



Neil Douglas
Terry Wykowski



CRC Press
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Beyond Reductionism Gateways For Learning And Change

Julia Schneider



Beyond Reductionism Gateways For Learning And Change:

Beyond Reductionism Terry Wykowski, Neil Douglas, 2023-07-28 *Beyond Reductionism Gateways for Learning and Change* takes a critical look at organizational learning and change management from a leadership perspective in late 20th century organizations. The authors argue that the dynamics that restrain the efforts of leaders transcend personal attributes and leadership styles. They are rooted in the nature of work and institutions and the histories and cultures of the organizations themselves. Often seen as the central constraint and the core limiting factor in organizational effectiveness and learning, reductionism is defined as over simplification and a failure to comprehend the nature of life in organizations by concentrating too fully on discrete and disconnected aspects of reality. The other constraints of hierarchy and institutional knowledge are activated and driven by reductionism. After reading *Beyond Reductionism Gateways for Learning and Change*, leaders at all organizational levels will understand why low levels of organizational learning persists and change efforts fail. They will also be equipped to recognize and reject overly simplistic and superficial interventions, helping them to create non reductionist strategies for creating and sustaining change. Actual project designs, experiences, techniques, and results are described in the book within an overall framework that emphasizes the roles and interconnectedness of individuals, leaders, and groups, all operating within the overlay of culture.

From Belief to Knowledge Neil Douglas, Terry Wykowski, 2010-09-08 Belief is not knowledge, but we tend to hold our beliefs as if they represent knowledge, selecting whatever evidence is required to justify them. And because humans tend to cling to their beliefs as truths, organizations often ignore the need for change, no matter how urgent that need. *From Belief to Knowledge: Achieving and Sustaining an Adaptive Culture in Organizations* offers potential change agents an integrative analysis and treatment of the problem of organizational learning. It demonstrates the importance of looking beneath beliefs and assumptions to find the roots and persistent influences that preserve them. It gives us a much broader definition of organizational knowledge than that associated with information technology and the currently popular idea of knowledge as an asset. Furthermore, it provides an alternative view of culture and change, one that is defined by the ability to continually align collective beliefs with reality. Douglas and Wykowski answer the question that lingers in the minds of many managers: What does organizational learning mean, and how does it influence ongoing organizational success? Lee Newick Shell Downstream Rather than offer simple recipes, this book shows how good leaders can evolve and sustain an adaptive culture that develops knowledge through purposeful human interaction. It explores key dynamics of learning, considers the diversity of beliefs present in any group, and demonstrates ways that those leaders can explore and encourage the potential of both the group and individuals within the group. Although this book is geared to organizational change, it has the potential to change all areas of human endeavor. David Julian Hodges, City University of New York

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Forthcoming Books Rose Arny, 1999 **Books in Print Supplement**, 2002 *Going Beyond Google* Jane

Devine, Francine Egger-Sider, 2009 Invisible Web is the term used to describe all of the information available on the World Wide Web that cannot be found by using general purpose search engines This book describes how you can get this information and how you can use it for study and research purposes Barriers to Information Transfer and Approaches Towards Their Reduction North Atlantic Treaty Organization. Advisory Group for Aerospace Research and Development, 1988

Gateway, 1918 **Prospects of Change in Higher Education** Michael Fremerey, Martina Pletsch-Betancourt, 2006 This anthology offers comprehensive insight into topical issues of change in international higher education Confronted with the challenge of increasing quality and relevance the individual articles deal with aspects of teaching and learning curriculum development organization and research in the university context Many of them refer to concrete projects implemented in universities of Latin America Africa and Asia They were developed in the University Staff Development Programme and run by the Institute for Socio cultural Studies University of Kassel Germany The anthology is dedicated to Matthias Wessler an active pioneer in change processes in international higher education The contributors are colleagues in the field of international higher education many of whom have known him as a teacher and mentor Michael Fremerey studied sociology and political science in Frankfurt am Main Germany Tbingen Germany and Freiburg Germany He had been research associate at Arnold Bergstraesser Institut in Freiburg and later at the German Institute for International pedagogical research in Frankfurt am Main For several years he worked as a consultant on questions of development for higher education Since 1986 he has been professor of sociology at the University of Kassel Germany Martina Pletsch Betancourt studied international ecological agronomy at the University of Kassel For several years she worked in Ecuador as a consultant for development cooperation Her key activities are quality management and change management in higher education Beyond Borders, Linking Landscapes International Association of Landscape Ecology. United States Regional Association. Symposium, 2003 **The Journal of Education**, 1925 **American Druggist**, 1930 **American Druggist**, 1930 Municipal World, 1916 **American Lumberman**, 1910 **The Metal Worker**, 1898 **The Ohio Farmer**, 1917 **The Business Chronicle of the Pacific Northwest**, 1921 *Building Review*, 1916

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