



The Competent Organisation: A Psychological Analysis of the Strategic Management Process

By Gerard P. Hodgkinson, Paul Sparrow

Open University Press. Paperback. Book Condition: new. BRAND NEW, The Competent Organisation: A Psychological Analysis of the Strategic Management Process, Gerard P. Hodgkinson, Paul Sparrow, Within the field of strategic management there is increasing awareness of the limitations of rational approaches to decision making. Managing in a climate of continuous change and uncertainty has turned attention to the role of managerial cognition. The Competent Organization explores the nature of cognition in organizations and focuses upon: the behaviour and characteristics of top management teams; organizational learning and memory; distributed cognition and information markets; the significance of knowledge management and tacit learning; key competencies such as emotional intelligence, information searching, decision making heuristics, creativity, intuition; and how organizations might be helped to become more cognitively effective. "This trail-blazing book presents a clearly written, extensive survey of research about many psychological aspects of strategic analyses. It provocatively argues for the existence and practical impact of a 'strategic competence' that integrates rationality, intuition, emotion, and rules of thumb. In a world where technological developments are demanding ever faster strategic reactions, and where globalization is making markets and organizations more and more complex, to understand the psychology of strategizing has become imperative. This book will...



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