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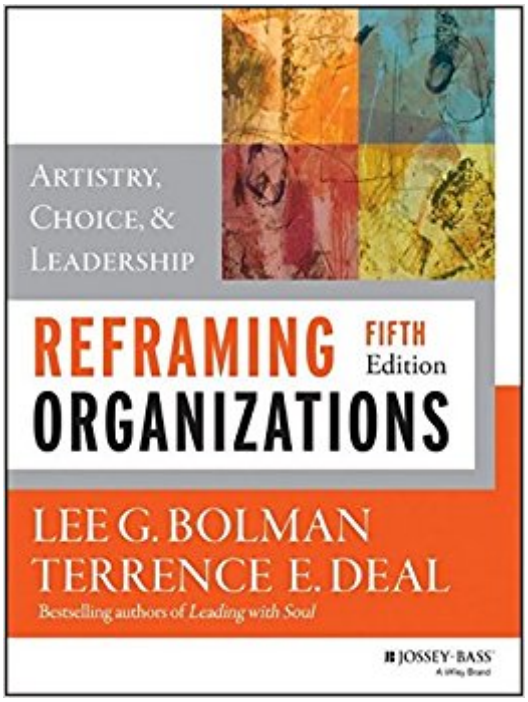
Reframing Organizations: Artistry, Choice, And Leadership



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Synopsis

In this fifth edition of the bestselling text in organizational theory and behavior, Bolman and DealÃ¢â ¬â„¢s update includes coverage of pressing issues such as globalization, changing workforce, multi-cultural and virtual workforces and communication, and sustainability. A full instructor support package is available including an instructorÃ¢â ¬â„¢s guide, summary tip sheets for each chapter, hot links to videos & extra resources, mini-assessments for each of the frames, and podcast Q&As with Bolman & Deal.

Book Information

Paperback: 544 pages

Publisher: Jossey-Bass; 5 edition (August 5, 2013)

Language: English

ISBN-10: 1118573331

ISBN-13: 978-1118573334

Product Dimensions: 6.8 x 1.5 x 9.1 inches

Shipping Weight: 1.6 pounds (View shipping rates and policies)

Average Customer Review: 4.5 out of 5 stars 155 customer reviews

Best Sellers Rank: #1,621 in Books (See Top 100 in Books) #2 inÃ Â Books > Business & Money > Processes & Infrastructure > Structural Adjustment #3 inÃ Â Books > Business & Money > Processes & Infrastructure > Organizational Change #50 inÃ Â Books > Textbooks > Business & Finance

Customer Reviews

The Classic Leadership Resources Now In Its 5th Edition! First published in 1984, Lee Bolman and Terrence Deal’s bestselling text has become a classic in the field. Its four-frame model provides four different perspectives through which organizations can be understood. The Structural Frame focuses on organization structure and provides insight into how managers and leaders within organizations can better organize and structure organizations, groups, and teams to get results. The Human Resource Frame focuses on the people in organizations and provides insight into how to tailor organizations to satisfy human needs, improve human resource management, and build positive interpersonal and group dynamics. The Political Frame focuses on the political dynamics in organizations and examines how managers and leaders in organizations can understand power and conflict, build coalitions, hone political skills, and deal with internal and external politics. The Symbolic Frame focuses on meaning and culture in organizations, and provides insight into how

leaders and managers can shape culture, stage organizational drama for internal and external audiences, and build spirit through ritual, ceremony, and story. Bolman and Deal update their classic with coverage of pressing issues such as globalization, changing workforces, offshoring, and leadership across cultures. An Instructor's Guide and personal leadership orientations assessment are available online at www.wiley.com/college/bolman.

Lee G. Bolman holds the Marion Bloch/Missouri Chair in Leadership at the Bloch School of Business and Public Administration at the University of Missouri-Kansas City. He consults worldwide to corporations, public agencies, universities, and schools. In addition to his many books with Terry Deal, he is also coauthor of Reframing Academic Leadership with Joan V. Gallos. Terrence E. Deal left active university life as the Irving R. Melbo Clinical Professor of the University of Southern California's Rossier School of Education. He is the coauthor of twenty-three books, including the bestselling Corporate Cultures (with A. A. Kennedy, 1982) and Managing the Hidden Organization (with W. A. Jenkins, 1994). Bolman and Deal are also coauthors of Leading with Soul (now in its third edition), Wizard and Warrior, and their forthcoming book, Reframing Leadership (also from Wiley).

Reframing organisations is a powerful book, for those of us who are trying to reshape an orgasanition to make it more productive and sustainable. My research field is organisational sustainability and I found this book a great step down to the right path to make organisations sustainables. I found quite interesting the way the authors have pin pointed clearly the different frames(structure, human resources, symbolism and politics) through which one can reframe the organisation according to the context.On the other hand, the book provides insightful ideas on how to go about managing organisations by developing leadership skills such as knowing what is going on, how to balance power and deal with politics issues... I strongly recommend this book for managers and leaders!!!

This textbook was required for a graduate class in Organizational Behavior that I recently completed. I purchased both the print and Kindle version. The only difference between the two versions was the pagination, which required extra attention when flipping between the versions to insure proper citations for class assignments. This book proved to be an invaluable reference in how to look at, describe, assess, and diagnose the complexities of organizations. It present a model that they refer to as the four frames. Each frame (structural, human resource, political, and

symbolic) can be held up to an organization in order to view it more clearly or from a different perspective. The frames are also connected closely with all the organizational leadership research, tools, models that have been developed and studied over the many past decades. The book highlights which support, help, or connect to each frame, however does not provide answers. The books also presents examples from organizations and leaders of organizations that show how the frames play out in real life, in some cases through success and in others through failure. For future editions, I would recommended refreshing and keeping examples as current as possible. Most were useful, however some were dated and others were so familiar they bordered on being over-used. Reading this book does requires attention and diligence. It also requires an openness to considering possibilities and that there is no one answer or one-size fits all solution.

Bolman and Deal present four frames for looking at organizations from a different perspective in order to move them forward. The book is designed to allow leaders to consider the organization from different angles, in order to find the most effective solution and strategy for advancement. While the authors in some instances use some technical terms and expand the book with some references that are unnecessary, overall the book is pretty good. If you are into the status quo then this book is not for you. However if you are a leader looking to better understand our organization and move it or your leadership forward then this book is for you.

This was assigned reading for a class in my master's program. I am used to boring, long-winded, heavily cited texts for my classes. I found Bolman & Deal to be engaging and full of real-life examples. It was a nice change from the dry texts I'm used to. The Kindle version worked well.

I use this book in an Ed Leadership doctoral program and love it. The writing is clear, easy to follow, and interesting. These two authors are story tellers are heart. The book is very easy to read and I would also recommend it to people who are not studying leadership just because it is such a good read.

Great book! Not only is it an easy read, but it is entertaining and has wonderful advice. To illustrate examples of concepts discussed, the book uses real life success and failure stories for real life companies that I have heard of (such as Zappos and Southwest), which make the stories and examples easier to relate to and understand. Great learning tool and a wonderful textbook for class! Love it! I would probably read it even if it wasn't assigned reading!

Discusses the 4 frames of organizations. I would've like to see more application of the information into real-world examples.

This is one of the more interesting texts that I'm reading for my organizational theories class. It's a quick read and does a nice job of organizing the author's ideas.

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