

The Handbook of Research on Top Management Teams

Edited by Mason A. Carpenter



The Handbook Of Research On Top Management Teams

**Zeki Simsek, Ciaran Heavey, Brian C.
Fox**



The Handbook Of Research On Top Management Teams:

The Handbook of Research on Top Management Teams Mason Andrew Carpenter, M. Keith Weikel, 2011-01-01 This Handbook presents original research and theory on executives top management teams and boards of directors and illustrates the vital importance of this field of study Top management teams are responsible for the strategic choices and major decisions in organizations These organizations are a reflection of the members that make up their strategic management The roles top management play and the impact they have are clearly visible in firms around the world both large and small The international group of authors that comprise this volume address questions central to the field of strategy and strategic leadership They review the determinants of top management team composition their social networks and executive dismissal the psychological and personality profiles of top executives the methodologies relevant to the study of top teams and the roles of top executives in cross business unit collaboration competitive behavior and strategic entrepreneurship Each chapter presents path breaking research and provides a roadmap for new research avenues and agendas Professors students and researchers in the area of strategy management and strategic leadership will find this book an invaluable resource The Handbook of Research on Top Management Teams Mason A. Carpenter, 2011 This Handbook presents original research and theory on executives top management teams and boards of directors and illustrates the vital importance of this field of study

Handbook of Top Management Teams F. Bournois, J. Duval-Hamel, S. Roussillon, J. Scaringella, 2010-10-29 Questions of company governance have been examined over the years but this has generally been in areas concerning shareholders Meanwhile the management team and board of directors remain comparatively unexplored This book has been written to provide a way into this relatively unknown world of executive committees *Handbook of Research on Strategic Leadership in the Fourth Industrial Revolution* Zeki Simsek, Ciaran Heavey, Brian C. Fox, 2024-07-05 This pioneering Handbook surveys the research landscape of strategic leadership in what is referred to as the Fourth Industrial Revolution a fusion of technologies and systems which blurs the boundaries between the digital physical and biological spheres **Leadership**

Team Alignment Frédéric Godart, Jacques Neatby, 2023-08-22 Debunking much of the received wisdom regarding the sources of leadership team dysfunctionality Leadership Team Alignment presents a targeted strategy for building and managing a top executive team to gain competitive advantage Frédéric Godart and Jacques Neatby bring a wealth of practical experience and in depth knowledge with over eight hundred hours of direct observation with more than fifty leadership teams across the globe and thousands of hours working with executives With this book they offer solutions to manage conflict and create environments that effectively address misalignments in organizations Godart and Neatby take readers through the dual role of leadership team members the challenges of power games and the risks of siloed leaders They give clear advice on how to improve aspects of any leadership team based on its size and structure and the nature of the organization While organizational challenges may be inevitable this book provides leadership teams the tools to correctly diagnose leadership

team misalignment with evidence based remedies and strategically oriented interventions to maximize organizational performance Individual and Organizational Factors Surrounding Top Executive Turnover Stephanie Brecht-Bergen ,2018 The author analyzes the multi faceted phenomenon of top executive turnover from various theoretical angles and empirically shows how individual and organizational factors such as performance compensation and gender relate to it Managerial implications on how to deal with turnover in times of talent shortage are derived The book contributes to turnover research in three distinct ways From a corporate governance perspective it inspects potential antecedents and consequences of top executive dismissal with a focus on firm performance consequences Taking a labor economics view it scrutinizes compensation structure as a likely antecedent of voluntary turnover From an OB and HRM angle it examines gender as a characteristic of top executives and possible antecedent of turnover

Handbook of Research on Digital Crime, Cyberspace Security, and Information Assurance Cruz-Cunha, Maria Manuela,Portela, Irene Maria,2014-07-31 In our hyper connected digital world cybercrime prevails as a major threat to online security and safety New developments in digital forensics tools and an understanding of current criminal activities can greatly assist in minimizing attacks on individuals organizations and society as a whole The Handbook of Research on Digital Crime Cyberspace Security and Information Assurance combines the most recent developments in data protection and information communication technology ICT law with research surrounding current criminal behaviors in the digital sphere Bridging research and practical application this comprehensive reference source is ideally designed for use by investigators computer forensics practitioners and experts in ICT law as well as academicians in the fields of information security and criminal science

The Structuring of Work in Organizations Lisa Cohen,M. Diane Burton,Michael Lounsbury,2016-08-23 This volume is the product of an interdisciplinary gathering of scholars convened with generous support of the Canadian Social Science and Humanities Research Council It presents new theoretical and empirical papers that examine aspects of the changing nature of jobs and work in organizations from multiple perspectives and methodologies

Stress and Well-Being in Teams Peter D. Harms,Chu-Hsiang (Daisy) Chang,2024-09-06 Stress and Well Being in Teams is focused on stress and well being in the context of teams focused on how inputs of team processes such as team compositions leadership and broader organizational contexts can serve as antecedents of team members stress and well being

Senior Leadership Teams and the Agile Organization Stephen J. Zaccaro,Nathan J. Hiller,Richard Klimoski,2023-07-31 Senior Leadership Teams and the Agile Organization builds on existing knowledge in the leadership teams and strategic management literatures to examine and explore how senior leadership teams drive the dynamic capabilities of organizations Organizational agility is a key dimension of organizational performance This volume focuses on senior leadership team processes and attributes that facilitate organizational agility and the organization s capacity to perform and rapidly pivot in response to shifting strategic demands Chapters summarize the current state of knowledge examine past research and theory define research and theoretical gaps

and consider how to address these gaps In so doing they offer an understanding of how senior leadership teams drive and enable organizational activity The book is essential reading for researchers and professionals looking to understand the intersection of leadership team dynamics organizational psychology organizational psychology and strategic management particularly in relation to organizational agility and the senior leadership team

Handbook of Conflict Management Research Oluremi B. Ayoko, Neal M. Ashkanasy, Karen A. Jehn, 2014-07-31 This unique book draws together current thoughts and research in conflict management Specifically it brings a wealth of knowledge from authorities in the field on emerging issues such as power in conflict cognition and emotions in conflict leading

Social Entrepreneurship and Bricolage Alain Fayolle, Frank Janssen, Séverine Le Loarne-Lemaire, Adnane Maalaoui, 2020-06-09 This book provides new insights into how the concept of bricolage is used to foster research on social entrepreneurship The contributors assess the relevance of the concept from a theoretical point of view questioning the concept and its relationships with similar concepts or theories like those of effectuation and improvisation use the concept of bricolage to study processes by which social entrepreneurs make their business grow and investigate the diversity of social entrepreneurial situations and as a consequence the variety of forms and effects of bricolage practices The primary objective of this book is thus to shed light on bricolage in social entrepreneurship especially at the intersection of different levels of analysis and in different contexts It takes stock of existing research at the intersection of both concepts and looks at future research avenues This book was originally published as a special issue of Entrepreneurship and Regional Development

Upper Echelons' Naturalistic Decision-Making and Top Management Team Macrocognition in a High Reliability Organization Leonie Looser, 2024-04-29 The book analyzes crisis decision making of a major German airline s operational top management team during the Covid 19 crisis The operational top manager s relevant decision making entity the crisis management team was faced with substantial time critical decisions in volatile circumstances as well as the need to balance ambidextrous exigencies with the operation s short term survival as well as its future viability The author applies her ethnographic perspective and develops an analysis based on the unique combination of naturalistic decision making top management team research high reliability organizations and ambidexterity as well as team diversity The work is targeted at both management professionals as it identifies best practices and learnings from a polycrisis case as well as researchers as it makes a novel contribution to decision making in the context of high reliability organizations

Effective Management Teams and Organizational Behavior Henning Bang, Thomas Nettet Midelfart, 2021-02-25 Most contemporary organizations use management teams to manage and coordinate their businesses at all levels of the organizational hierarchy Management teams typically set overall goals strategies and priorities making vital organizational decisions They discuss issues solve problems offer advice and ensure various processes and units are aligned and interact efficiently Although management teams are vital for overall organizational performance research indicates that they are largely underused and less effective than their potential would

suggest for value creation This book provides a research based and practical model of the characteristics of effective management teams It looks in depth at each factor of the model discusses the supporting research provides examples of how the factors influence the work and effectiveness of management teams and shares tips and tools for successfully working with management team development It provides researchers academics and students of organizational behavior with an overview of the variables that empirical research has found to be robustly related to management team effectiveness and will enable leaders and management consultants to develop more effective management teams

New Directions in Group Communication Lawrence R. Frey, 2002 *New Directions in Group Communication* takes as its mission the setting of the agenda for the study of group communication in the future It does so by presenting work that scholars have not previously explored in the current small group communication literature Part I focuses on new theoretical and conceptual directions both presenting new views and extending current positions Part II examines new research methodologies while Part III looks at antecedent factors affecting group communication Parts IV and V of the text provide insight into both group communication process and practices Part VI covers different group communication contexts including communication patterns in top management teams

Encyclopedia of Management Theory Eric H. Kessler, 2013-03-01 In discussing a management topic scholars educators practitioners and the media often toss out the name of a theorist Taylor Simon Weber or make a sideways reference to a particular theory bureaucracy total quality management groupthink and move on as if assuming their audience possesses the necessary background to appreciate and integrate the reference This is often far from the case Individuals are frequently forced to seek out a hodgepodge of sources varying in quality and presentation to provide an overview of a particular idea This work is designed to serve as a core reference for anyone interested in the essentials of contemporary management theory Drawing together a team of international scholars it examines the global landscape of the key theories and the theorists behind them presenting them in the context needed to understand their strengths and weaknesses to thoughtfully apply them In addition to interpretations of long established theories it also offers essays on cutting edge research as one might find in a handbook And like an unabridged dictionary it provides concise to the point definitions of key concepts ideas schools and figures Features and Benefits Two volumes containing over 280 signed entries provide users with the most authoritative and thorough reference resources available on management theory both in terms of breadth and depth of coverage Standardized presentation format organized into categories based on validity and importance structures entries so that readers can assess the fundamentals evolution and impact of theories To ease navigation between and among related entries a Reader's Guide groups entries thematically and each entry is followed by Cross References In the electronic version the Reader's Guide combines with the Cross References and a detailed Index to provide robust search and browse capabilities An appendix with a Chronology of Management Theory allows readers to easily chart directions and trends in thought and theory from early times to the present An appendix with Central Management Insights allows readers

to easily understand compare and apply major theoretical messages of the field Suggestions for Further Reading at the end of each entry guide readers to sources for more detailed research and discussion Key themes include Nature of Management Managing People Personality and Perception Managing Motivation Managing Interactions Managing Groups Managing Organizations Managing Environments Strategic Management Human Resources Management International Management and Diversity Managerial Decision Making Ethics and Creativity Management Education Research and Consulting Management of Operations Quality and Information Systems Management of Entrepreneurship Management of Learning and Change Management of Technology and Innovation Management and Leadership Management and Social Environmental Issues PLUS Appendix of Chronology of Management Theory PLUS Appendix of Central Management Insights

Management Theory, Innovation, and Organisation Katarzyna Szczepańska-Woszczyńska, 2020-12-29 Competencies are a component of human capital and one of the most important assets of an enterprise They play an important role in strengthening the position of the company in a competitive market Investing in the development of competencies increases the organisation's ability to grow and compete through innovations This book presents a multi dimensional analysis of the relationship between managerial competencies and innovations It analyses the role of a manager in a modern organisation functions performed by managers management styles and key challenges including shaping behaviour in the process of managing change in an organisation as well as an analysis of the structure of competencies in particular managerial competencies and the conditions of the process of forming managerial competencies Management Theory Innovation and Organisation A Model of Managerial Competencies illustrates the organisational conditions of innovativeness which is the relationship between strategy structure organisational culture and leadership and knowledge management and innovation management The developed model can undoubtedly be considered the author's pioneering contribution to the studies of managerial competencies and innovativeness The book will be valuable to researchers students and managers in the fields of leadership organizational studies innovation management and human resource management The Blackwell Handbook of Personnel Selection Arne Evers, Neil Anderson, Olga Smit-Voskuil, 2009-02-04 The Blackwell Handbook of Personnel Selection provides a state of the art review of theory research and professional practice in the field of selection and assessment Reviews research and practical developments in all of the main selection methods including interviews psychometric tests assessment centres and work sample tests Considers selection from the organization's and the applicant's perspective and covers the use of new technology in selection and adverse impact issues Each section includes contributions from internationally eminent authors based in North America and Europe **Dynamic Capabilities** Constance E. Helfat, Sydney Finkelstein, Will Mitchell, Margaret Peteraf, Harbir Singh, David Teece, Sidney G. Winter, 2009-02-09 Creating adapting to and exploiting change is inherently entrepreneurial To survive and prosper under conditions of change firms must develop the dynamic capabilities to create extend and modify the ways in which they operate The capacity of an organization to create extend or

modify its resource base is vital Since the concept of dynamic capabilities was first introduced much research has elaborated the initial idea This important book by Constance Helfat and her team of leading scholars provides a timely focus on in depth examples of corporate dynamic capabilities Examining these in the different contexts of alliances acquisitions and management the book gives students and researchers a succinct up to date definition of dynamic capabilities and the strategic management theories around them

Top Management Teams and Total Shareholder Returns Emmanuel Kintu, 2003-05 This study examined the relationship between the education heterogeneity of top management teams and organizational performance measured as long term total shareholder returns The subjects were 46 publicly traded North American insurance companies that had been traded for at least five years I employed two metrics to measure education heterogeneity One metric assessed the education heterogeneity of top management teams based on the highest education certification and the other metric assessed education heterogeneity of the teams based on all education certifications and therefore the underlying disciplines represented on the top management teams The results suggest that all education certifications not just the highest education certification each top manager brings to the top team should be considered when assessing the education heterogeneity of a top management team The results also suggest that before a top management team is assembled the critical education requirements of the industry should be established and inclusion on the top team ought to be based on how each selected top manager's education certification enables the team to deliver superior long term performance

Decoding **The Handbook Of Research On Top Management Teams**: Revealing the Captivating Potential of Verbal Expression

In a period characterized by interconnectedness and an insatiable thirst for knowledge, the captivating potential of verbal expression has emerged as a formidable force. Its power to evoke sentiments, stimulate introspection, and incite profound transformations is genuinely awe-inspiring. Within the pages of "**The Handbook Of Research On Top Management Teams**," a mesmerizing literary creation penned with a celebrated wordsmith, readers embark on an enlightening odyssey, unraveling the intricate significance of language and its enduring affect our lives. In this appraisal, we shall explore the book is central themes, evaluate its distinctive writing style, and gauge its pervasive influence on the hearts and minds of its readership.

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