

The Handbook of Research on Top Management Teams

Edited by **Mason A. Carpenter**



The Handbook Of Research On Top Management Teams

Lawrence R. Frey



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

The ^AOxford Handbook of Leadership and Organizations David Day, 2014-05-20 The Oxford Handbook of Leadership and Organizations brings together a collection of comprehensive state of the science reviews and perspectives on the most pressing historical and contemporary leadership issues with a particular focus on theory and research and looks to the future of the field **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 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.

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.

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

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

[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

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 Research on Ethnic Minority Entrepreneurship Leo Paul Dana, 2007 Explores the phenomena of immigration and ethnic minority entrepreneurship in light of marked changes since mid twentieth century and the advent of easier affordable travel and open and integrated national economies This book illustrates myriad ethnic minorities exist across the globe and their entrepreneurship influence national economies

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

Top Management Teams Annaloes M.L. Raes, 2011-08-29 This book provides an overview of the organizational mechanisms of TMT impact When having finished this book readers will know how a TMT exerts influence and have more insight in how to make TMTs more effective in their organizations Insight into the ways in which TMTs influence their organizations can benefit practicing top managers as well as non executive directors consultants team coaches etc It may help them in establishing early indicators of organizational performance selecting new TMT members diagnosing dysfunctional TMT behavior and assessing the TMT's interaction with middle managers Therefore I expect this book to be interesting for a wide audience of practitioners and researchers

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.

Leadership in East Asia Chris Rowley, Ingyu Oh, 2020-06-29 This book compares and contrasts leadership in Japan, South Korea, and China, examining the impact of globalization on leadership styles and trends. Presenting some of the most recent findings in leadership studies in these three countries, the collection explores the power relationship between political and business leaders, employer-employee relationships, and pro-social behaviour. The measurement of effective leadership, the relationship between leadership and corporate success, the survival of private firms in a tightly controlled or socialist market, and the evolution of leadership styles in the transition from state-owned to semi-private. Although many studies have offered explanations of East Asian economic and corporate success, this book presents empirical evidence to explain the leadership styles in Japan, South Korea, and China and provides a fresh outlook for those studying business and leadership in the region. This book was originally published as a special issue of the *Asia Pacific Business Review*.

Competence of Top Management Teams and Success of New Technology-Based Firms Jan Brinckmann, 2008-01-17 Jan Brinckmann analyzes how competencies of founders of new technology-based firms affect the development of their ventures. The research is grounded in competence-related literature and combines insights from entrepreneurship and management research.

Time in Organizational Research Robert A. Roe, Mary J. Waller, Stewart R. Clegg, 2008-09-09 Today there is widespread awareness of the fact that time has been under-investigated in organizational studies. This book addresses the need to bridge the gap between the predominantly timeless theories and models that scholars have produced and the daily experiences of employees and managers in which time is salient and extremely important. These chapters offer a broad range of concepts, models, and methods that are tailored to this purpose. The first part of the book is devoted to the way in which people in organizations manage time, summarizing research findings, presenting novel ideas on a broad range of issues, and examining issues such as whether time can be managed, how people are affected by deadlines, and how do strategic changes in organizations affect individuals' careers and sense of identity. The second part is about time as embedded in collective behaviours and experiences and in temporal regimes linked to organizational structures. It discusses ways to study such collective patterns and their relationships to management practices and addresses topics such as sensemaking of dynamic events, rhythmic patterns, and their impact on organizational effectiveness. Time in industrial relations and power and temporal hegemony. A third part with a single concluding chapter looks at possibilities for

integrating the various approaches and provides suggestions for future research This book adopts a pluralistic approach arguing against timeless conceptions in organizational theory and behaviour and instead emphasising the importance of temporal analysis

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 s enables the team to deliver superior long term performance

Whispering the Techniques of Language: An Emotional Journey through **The Handbook Of Research On Top Management Teams**

In a digitally-driven world where displays reign great and immediate connection drowns out the subtleties of language, the profound techniques and psychological subtleties hidden within phrases frequently move unheard. However, situated within the pages of **The Handbook Of Research On Top Management Teams** a fascinating fictional prize blinking with raw feelings, lies a fantastic quest waiting to be undertaken. Published by a talented wordsmith, that charming opus encourages readers on an introspective trip, softly unraveling the veiled truths and profound influence resonating within the very cloth of every word. Within the psychological depths with this emotional review, we will embark upon a genuine exploration of the book's core styles, dissect its interesting writing model, and yield to the strong resonance it evokes serious within the recesses of readers' hearts.

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