

Strategic HR: Enhancing Organizational Success through Effective Human Resource Management



Strategic Leadership For Sustainable Personal And Organizational Success

De Moraes, Ailson J.



Strategic Leadership For Sustainable Personal And Organizational Success:

Strategic Leadership for Sustainable Personal and Organizational Success Dr.Mason Oghenejobo,2014-11-26

Given a world characterized by complexity conflict chaos competition selective inclusions exclusions change ambiguity paradox perplexity temptation imperfections irony and invisible spiritual battles what can individuals and organizations do to survive and flourish The author argues that strategic leadership is the answer that understanding and practicing strategic leadership as a life skill will enable individuals and organizations to flourish in our increasingly interdependent global village This book provides deep insight into strategic leadership leadership theories models constructs and practices that are required for ethical character formation and impactful leadership The concept of personal leadership poverty that can enable persons and organizations overcome the practices of failed leaders is elaborated It also emphasizes the development of leaders as stewards in contrast to being agents Moreover it provides tips on how to rise from personal and organizational failures Key topics include Strategic Leadership Overview Personal Leadership Poverty The Leader as Light A Concept for Developing Global Leaders Leadership Theories and Practices Power and Influence Trust and Trust Building Coaching Mentoring and Discipling Organizational Theories and Practices Personal and Organizational Renewal **Strategic**

Leadership for Sustainable Personal and Organizational Success Dr. Mason Oghenejobo,2014-11-26 Given a world characterized by complexity conflict chaos competition selective inclusions exclusions change ambiguity paradox perplexity temptation imperfections irony and invisible spiritual battles what can individuals and organizations do to survive and flourish The author argues that strategic leadership is the answer that understanding and practicing strategic leadership as a life skill will enable individuals and organizations to flourish in our increasingly interdependent global village This book provides deep insight into strategic leadership leadership theories models constructs and practices that are required for ethical character formation and impactful leadership The concept of personal leadership poverty that can enable persons and organizations overcome the practices of failed leaders is elaborated It also emphasizes the development of leaders as stewards in contrast to being agents Moreover it provides tips on how to rise from personal and organizational failures Key topics include Strategic Leadership Overview Personal Leadership Poverty The Leader as Light A Concept for Developing Global Leaders Leadership Theories and Practices Power and Influence Trust and Trust Building Coaching Mentoring and Discipling Organizational Theories and Practices Personal and Organizational Renewal **Strategic Leadership: Navigating**

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On Strategic Leadership Stephen Rush, 2011-10 Today

s turbulent business environment requires strategic leadership that is systemic focused on the future and oriented toward change Leaders who can foster greater strategic clarity make stronger connections between strategy and tactics and broaden their own and others perspectives will contribute to the enduring success of their organizations This collection of sixteen pieces explores the important and fascinating topic of strategic leadership from a number of angles Readers will come away with newly formed thoughts on what strategic leadership is and how they might develop it in themselves and others

Evaluating Healthcare Leadership (HCL) Effectiveness: A Comprehensive Approach for Organizational Success Almomani, Hesham, Al-Momani, Ahmad, Al-Momani, Marya, 2025-09-08 Evaluating healthcare leadership effectiveness in hospitals ensures high quality patient care operational efficiency and employee satisfaction Effective leadership influences clinical outcomes organizational culture and the ability to adapt to changing healthcare environments With increasing demands on healthcare systems hospital leaders must demonstrate clinical and administrative skills as well as strategy emotional intelligence and interdisciplinary collaboration This evaluation process involves both qualitative and quantitative measures offering insights into leadership practices that drive positive outcomes and highlighting areas for improvement to enhance hospital performance Evaluating Healthcare Leadership Effectiveness in Hospitals evaluates the effectiveness of healthcare leadership focusing on its pivotal role in organizational performance It explores how leadership influences employees attitudes capabilities and the achievement of organizational goals investigating the competencies and factors that contribute to successful leadership in both public and private hospitals This book covers topics such as industrial engineering medical technologies and healthcare systems and is a useful resource for business owners hospital administrators medical and healthcare professionals academicians researchers and scientists

Sustainable Human Resource Management Sita Vanka, Madasu Bhaskara Rao, Swati Singh, Mallika Rao Pulaparthi, 2020-08-13 This book provides a multi stakeholder perspective on sustainable HRM for the policymakers managers and academics addressing issues approaches research studies frameworks and emerging patterns relating to the subject It discusses various aspects of sustainability such as making HR more responsible for ensuring sustainability focusing on the triple bottom line characteristics of sustainable HRM psychological contracts emotional intelligence and psychological capital The book also explores organizational citizenship behavior employment relations employee engagement sustainable leadership disruptive HR practices sustaining employee motivation educational sustainability sustainable career management sustainable environment employer and employee branding sustainable organizations organization culture training for sustainability sustainable employee performance business sustainability and sustainable employability It provides an update on the concept processes issues and emerging paradigms from multidimensional and cross country perspectives to showcase sustainable HR practices and appeals to the academics practitioners and policymakers in the area of HRM

Philosophy and Management Łukasz Sułkowski, Zdzisława Dacko-Pikiewicz, Katarzyna Szczepańska-Woszczyna, 2025-07-31 This book invites readers on an

intellectual journey where the great minds of philosophy intersect with contemporary organizational challenges With classical and modern philosophical thought as its backbone Philosophy and Management Great Minds and Organizational Ideas demonstrates that the most renowned thinkers in human history such as Aristotle Confucius and Nietzsche provide timeless wisdom for navigating the complexity of today s business environments Combining theoretical insights with practical applications this book presents philosophical frameworks as robust foundations for decision making conflict resolution and leadership strategies It explores crucial areas such as strategic management human resources ethics corporate governance and innovation challenging readers to explore management from a reflective and ethical perspective and shows how philosophy equips leaders to build resilient and morally responsible organizations which are essential in an age dominated by technological advancement and rapid societal changes The book fills a significant gap in management literature which often lacks deep philosophical reflection on organizational practices It draws on ancient modern and postmodern thought connecting these insights to current management theories thus making it an invaluable resource for both practitioners and scholars The Open Access version of this book available at <http://www.taylorfrancis.com> has been made available under a Creative Commons Attribution Non Commercial No Derivatives CC BY NC ND 4 0 license

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Becoming a Strategic Leader Richard L. Hughes, Katherine M. Beatty, 2011-01-11 Today s organizations face difficult challenges in order to remain competitive the quickening pace of change increasing uncertainty growing ambiguity and complexity To meet these challenges organizations must broaden the scope of leadership responsibility for strategic leadership and engage more people in the process of leadership In Becoming a Strategic Leader Rich Hughes and Kate Beatty from the Center for Creative Leadership CCL offer executives and managers a handbook for implementing a strategic leadership process that reaches leaders at all levels of organizations Based on CCL s successful Developing the Strategic Leader Program this book outlines the framework of strategic leadership and contains practical suggestions on how to develop the individual team and organizational skills needed for institutions to become more adaptable flexible and resilient The authors also show how individual managers can exercise effective strategic leadership through their distinctive and systemic approach thinking acting and influencing

Self-Protective Leadership and Organizational Effectiveness David Kelvin Amoo-Osae, Jr, 2024-12-13 This book investigates and explores the impact of a self protective leadership SPL style on the organizational effectiveness of start up

businesses within Africa focusing on Ghana and Kenya Self protective leadership is defined as a leadership style that focuses on ensuring the safety and security of individuals and groups through status enhancing and face saving tactics A typical self protective leader can make decisions and is free from political influences but tends to be selfish ritualistic and self centered The author s study presented in this book demonstrates a surprisingly high preference for SPL among Confucian Asian Latin American Middle Eastern and Sub Saharan African nations all of which have a history of colonialism If this is true then SPL could be better suited to the business environment in Africa but particularly amongst start up enterprises Examining this phenomenon and using an explorative analysis of business and culture the book investigates the extent to which the various dimensions or demonstrations of SPL impact organizational effectiveness in African start up businesses A valuable contribution to literature and research on African leadership styles this is an ideal resource for students and researchers interested in leadership and organizational effectiveness within the African context

Key Factors and Use Cases of Servant Leadership Driving Organizational Performance Pressentin, Maria, 2021-12-03 Effective leadership is a major influence in the value creation for the success and sustainability required for organizations to thrive Servant leader or service minded behaving leader motivation and interactions tend to promote exemplary performance and collaboration in organizations This is a 21st century must have workplace applicable style to develop cohesive high performing teams purposeful and engaging environments and build trust and organization vitality Key Factors and Use Cases of Servant Leadership Driving Organizational Performance provides findings and recommendations to support practical application of servant leadership theory for the 21st century economy Moreover the book seeks to share evidence of how servant or service mindset and behavior oriented leaders might mitigate organizational existing conditions to promote team member empowerment through servant like interactions as a result influencing their performance Covering topics such as empathetic leadership and employee satisfaction it is ideal for executives managers researchers practitioners aspiring leaders educational institutions libraries academicians consulting firms and students

Strategic Management and International Business Policies for Maintaining Competitive Advantage De Moraes, Ailson J., 2023-07-17 The discontinuation and turbulent nature of business environments make it crucial for organizations to adopt strategic management practices and develop key business policies to be alert to environmental changes Organizational competitiveness has become the center of strategic management literature as an explanation for organizational success However in the past two decades there has been a shift in the nature of the relationship between business organizations and society with business organizations increasingly playing a more proactive role in wider societal issues Strategic Management and International Business Policies for Maintaining Competitive Advantage allows executives to implement the necessary business policies and strategies in order to help the organization maintain a competitive advantage in a global complex environment By doing this organizations will be more proactive than reactive in shaping their own futures This book allows organizations to initiate and influence activities

Covering topics such as ethical business marketing leadership capabilities and strategic management this premier reference source is an excellent resource for business leaders and executives managers entrepreneurs marketers economists government officials students and educators of higher education librarians researchers and academicians **Becoming a Sustainable Organization** Kristina Kohl,2016-04-21 Organizations find that a performance gap exists between sustainability vision and benefits realization Effecting transformational change requires incorporating sustainability into organization s culture including policies processes and people Although they are often overlooked project management professionals and HR professionals are valuable **Sustainability for Healthcare Management** Carrie R. Rich,J. Knox Singleton,Seema S. Wadhwa,2018-03-08 Sustainability is not unique to health yet sustainability is a unique vehicle for promoting healthy values This book challenges healthcare leaders to think through the implications of our decisions from fiscal societal and environmental perspectives It links health values with sustainability drivers in order to enlighten leadership about the value of sustainability as we move toward a new paradigm of health Fully updated for the second edition the book now includes case studies about Waste disposal and cost Chemicals of concern Cost of water Green building ratings This book is a unique resource for researchers students and professionals working in health and healthcare management because the book connects key concepts of environmental sustainability with healthcare operations Readers will gain an appreciation for translating leadership priorities into sustainability tactics with beneficial operational outcomes

Profitability, Productivity, and Sustainability Dennis Onyama,2021-06-17 This book presents an in depth study of how the drive to optimize organizational performance can be significantly improved by investigating the causal relationships between profitability productivity and sustainability PPS This is presented through an assessment of a triple combined therapy that studies the interplay between Organizational DNA Strategic Alignments for Value and their implications for Sustainability Through this approach this volume seeks to answer critical mind searching questions and provide useful guides as to how some firms are able to sustainably create higher value or wealth especially through corporate entrepreneurship or via the creation of new business models than others In tackling the three elements of profitability productivity and sustainability this book also provides greater insight through an in depth study of the pervasively unresolved and disturbing issues surrounding the prospects of increasing the chances of success for entrepreneurial start off ventures making it of value to researchers academics and students in the fields of organizational studies strategy and sustainability *Strategy and Strategists* James Cunningham,Brian Harney,2012-03-29 Importantly this stimulating text **Education Criteria for Performance Excellence (2009-10)** Harry S. Hertz,2010-03 Will help org respond to the diverse needs of students the need for enhanced curriculum and educ delivery methods changing regulatory require demanding accreditation require and the growing role of the Internet Whether your org is small or large is involved in K 12 or higher educ or has one facility or multiple sites these Criteria provide a valuable framework that can help you plan in an uncertain environment Use the Criteria to assess

performance on a range of key indicators student learning student and stakeholder satisfaction educ design and delivery financial faculty and staff development and well being and operations Can help you align resources improve commun productivity and effectiveness and achieve strategic goals Illus HR COMPASS FOR ORGANIZATIONAL SUCCESS AND SUSTAINABILITY AJESH KUMAR N K,2025-10-03 THE HR COMPASS FOR ORGANIZATIONAL SUCCESS AND SUSTAINABILITY Competence to Power the HR Skill Sets and Mindsets for Success and Sustainability Mustread for Business Leaders HR Professionals Academicians and Business Consultants seeking strategies Do you want to unleash the transformative potential of Human Resources function Then here is the handbook as a navigator that helps you redefine HR as a pivotal driver of organisational success and sustainability This is a mustread handbook for Business Leaders HR Professionals Academicians in the field of HR and Business Consultants seeking strategies to steer the complexities of the modern workplace In an era marked by rapid technological advancements global disruptions and shifting workforce dynamics this handbook identifies the critical competencies that HR professionals need to possess to lead sustainable organisational transformation Drawing from rigorous research conducted at the Swiss School of Business Management Geneva Switzerland the book distils over 150 traits into consolidated and ranked skill sets and mindset qualities essential for HR success It serves as a roadmap for cultivating futureready HR competencies that enable organisations to thrive amidst uncertainty and change **Positive organizational psychology and leadership in organizational behavior and culture** Gozde Sezen-Gultekin,Osman Titrek,Ana Campina,Carlos Francisco De Sousa Reis,2023-10-06

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