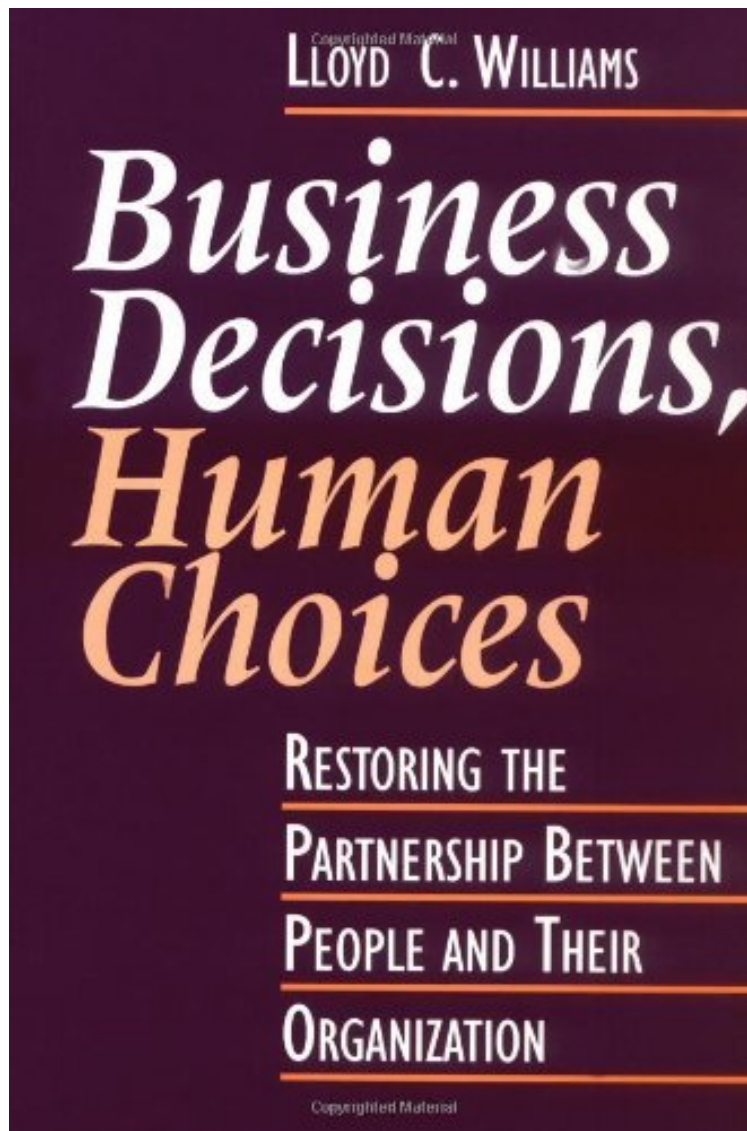


(Online library) Business Decisions, Human Choices: Restoring the Partnership Between People and Their Organizations

Business Decisions, Human Choices: Restoring the Partnership Between People and Their Organizations

Lloyd C. Williams

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Lloyd C. Williams : Business Decisions, Human Choices: Restoring the Partnership Between People and Their Organizations before purchasing it in order to gage whether or not it would be worth my time, and all praised Business Decisions, Human Choices: Restoring the Partnership Between People and Their Organizations:

0 of 0 people found the following review helpful. Infinitely Sane and SoundBy John Michael AlbertTwo hundred pages of extremely dense prose, but the point is infinitely sane and sound. People are not the problem to modern

business, as many MBA schools teach. They are the heart and soul of business. They are the solution to its problems. They are the strength that address its weaknesses. People treating other people like people will always be more productive, effectively producing happier producers and consumers. A business that cares for and listens to the people who constitute it is supple, pliable, adaptive to change and therefore ready for all eventualities that the future might bring it. Who knew? Business is people working (and playing) with people.

0 of 0 people found the following review helpful. Longer time for shipping
By KLF I was taking a college course with Dr. Williams at the time I ordered his book. It was his recommendation. The book is in excellent condition. But the shipping took longer than usual to receive.

1 of 1 people found the following review helpful. A thoughtful, highly informative book.
By A Customer
Theme of this work is the need to bring together the decisions of organizations and the choice making of people to avoid dysfunctional behavior. Using research, the author delves into the psychology of the relationships between people and organization. This is a thoughtful, highly informative book.

Dr. Williams contends that over the last 20 years a change has occurred in organizations that has created a syndrome of dysfunctions that are neither good for businesses nor for the people who work in them. Williams sees businesses as living entities, and argues that how they act and react will have an impact on their employees, and often a devastating impact. In much the same way as businesses make decisions, people make choices, and seldom are these decisions and choices congruent. Unless disparate self-interests and goals can be reconciled—unless a partnership can be restored between people and their organizations—not only will employees be damaged, but the success of their organization, upon which they depend for their livelihoods, will be jeopardized. How this dangerous situation came about, what it means, and how it can be remedied is the subject of Dr. Williams' book. Research-based and always in touch with the realities of commerce, Dr. Williams will make business people aware that organizations and their people must become reunited, and then show them how it can be done.

Dr. Williams makes clear he is not simply speculating or theorizing. His goal is to make management aware of the dysfunctions that are damaging their organizations, and how these are reflected in the behaviors of their employees. When he calls for a focus on humanity, spirit, and context, Dr. Williams is actually offering a workable, real-world strategy to breathe new life into organizations of all kinds—a strategy he calls The Trinity Process. Its purpose: to help management restore the essential partnership between organizational entities and the people who make them succeed or fail. In Part One he shows what it means to be part of any organization and, with anecdotes and cases from his own research, helps readers grasp the dynamics of their own organizations. In Part Two he proposes new or reframed paradigms that provide an underpinning for the reestablishment of equality between organizations and their employees. Then, in Part Three he presents The Trinity Process itself. The result is a remarkably lucid, readable, engrossing exploration of organizational life today, important reading for decision makers in all types of organizations, public as well as private, and for academics concerned with how organizations behave.

From the Back Cover
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About the Author
LLOYD C. WILLIAMS is an Associate Professor of Business in the Masters of Arts in Business and the Masters of Arts in Organizational Development and Transformation Programs at the California Institute of Integral Studies, San Francisco. He is also President of Lloyd C. Williams Associates, an Oakland, California, consulting firm specializing in organizational change and development with clients in the public and private sectors throughout the United States. Dr. Williams holds advanced degrees in psychology and theology, and is the author of three previous Quorum books: *The Congruence of People and Organizations* (1993), *Organizational Violence* (1994), and *Human Resources in a Changing Society* (1995).