The Handbook Of Research On Top Management Teams

Handbook of Top Management TeamsThe Handbook of Research on Top Management TeamsStrategic LeadershipThe Handbook of Research on Top Management TeamsTop Management TeamsCareer Advancement in Japanese Top Management TeamsTop Management TeamsThe international composition of Top Management Teams: Implications of executive nationalitySchool Management TeamsManagement TeamsExecutive Succession, Top Management Team Consolidation, and Corporate Strategic RedirectionTop Management Teams in AcademicThe Effects of Top Management Teams on OrganizationTop ManagementTop Management Teams and Business StrategyTop Management Succession as a Determinant of Firm Performance and De-escalationTop-management Staffing ChallengesTop Management TeamsStrategic LeadershipEffective Top Management Teams F. Bournois Mason Andrew Carpenter Sydney Finkelstein Mason Andrew Carpenter Anneloes M. L. Raes Allan William Bird Annaloes M.L. Raes Johannes Tasler Kenneth A. Erickson R Meredith Belbin Margarethe F. Wiersema Mark Roosa Jiwon Bae Bernard Taylor Alejandro Escrib .- Esteve William Stephens Hesterly Ruth G. Shaeffer Sally Sharman Bert Cannella Patrick C. Flood

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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

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

this book integrates and assesses the vast and rapidly growing literature on strategic leadership which is the study of top executives and their effects on organizations the authors synthesize what is known about strategic leadership and indicate new research directions the book is meant primarily for scholars who strive to assess and understand the phenomena of strategic leadership it offers a considerable foundation on which professionals involved in executive search compensation appraisal and staffing as well as board members who evaluate executive performance and potential might build their tools and perspectives

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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

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meredith belbin s work on teams has become part of everyday language in organizations all over the world all kinds of teams and team behaviours are covered at the end of the book is a self perception inventory so that readers can match their own personalities to particular team roles management teams is required reading for managers concerned with achieving results by getting the best from their key personnel

this dissertation examines the extent to which chief executive officers ceos in academic and research libraries are involving their top management team tmt members in strategic decision making that affects organizational performance and the extent to which this involvement is preparing top managers to assume their leadership positions as ceos this is a critically important question because the current leadership in libraries in ageing out and unless knowledge skill and ability transfer is taking place within today s academic and research library environment the next generation of leaders will be at risk of losing the opportunity to incorporate the cumulative knowledge and experience of their predecessors into their leadership portfolios strategic decision making is one of the most important aspects of a top executive s job to better understand the dynamics taking place within top management teams that influence strategic decision making and top managers roles in strategic decision making processes in libraries 34 top managers and their ceos from academic libraries were invited on the dynamics surrounding strategic decision making in their organizations semi structured interviews were carried out with participants the results shed considerable light on their richly nuanced relationships that top managers have with one another and with the ceo and how these relations impact strategic decision making the study also revealed demographic characteristics of top managers that are related to strategic decision making within the tmt key strategic decisions that tmt members were involved in and their role in the decisions were examined in relation to the strategic issues that ceos pointed to as important a comparison of these citations revealed a series of variables that influence co citation of strategic issues by both ceos and tmt members

since the emergence of the upper echelons ue perspective introduced by hambrick and mason 1984 numerous research studies in the management field have focused on the top management team tmt characteristics often through the analysis of demographic variables to measure their impact on firm performance because the use of demographic variables yielded inconsistent study results many later studies have built on ue literature by adding a variety of constructs onto the original ue model this thesis presents a summary and review of past research findings concerning the tmt influence in driving organizational outcomes from a theoretical perspective this paper will examine the relationship between top executives and firm performance in the context of four distinct areas cognitive and behavioral perspective ceo impact environmental influence and demography after analyzing the existing ue literature this paper presents a research opportunity that may provide an important avenue for future ue studies

comprehensive study of the role of top management in contemporary business organization comprises a profile of the executive manager in developed countries his educational level social status skills job requirements programme planning and decision making activities and discusses computerization management information systems investment policies innovation multinational enterprise strategy and the social role of business flow charts references and statistical tables

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