

Systemische Organisationsberatung - Nadine Schulte

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Der schnelle Wandel in den Kundenbedürfnissen und den Technologien bestimmt das Bild der Unternehmen in einer globalisierten Wirtschaft. Ob es Fusionen oder Übernahmen, Prozesse des Outsourcing oder des Reengineering, Veränderungen der internen Kooperationsstrukturen oder der Hierarchie sind, mehr als bisher müssen Unternehmen komplexe Prozesse initiieren, Aufgaben zuteilen und dabei die neuen Prozesse an die veränderten Ziele und Rahmenbedingungen anpassen und weiterentwickeln. In dieser Situation des erhöhten Komplexitätsgrades sowie eines wachsenden Koordinationsbedarfes, reichen stabile Strukturen oder feste Regeln allein nicht mehr aus. An dieser Stelle bedarf es genauer Kenntnis der konzeptionellen Hintergründe von Veränderungen. Neben Visionen, Hoffnungen und Perspektiven rufen diese Veränderungsprozesse häufigste, Widerstände und somit ein Abwehrverhalten bei den betroffenen MitarbeiterInnen hervor. Strategische und soziale Kompetenz bei Managern spielt daher eine immer wichtigere Rolle, insbesondere wenn Lösungen gemeinsam mit denen erarbeitet werden, die sie nachher einsetzen und leben sollen. Systemkompetenz zu entwickeln und anzuwenden wird somit zu einer Schlüsselqualifikation für viele Verantwortliche in Unternehmen. Diplomarbeit aus dem Jahr 2006 im Fachbereich Wirtschaft - Personal und Organisation, Note: 1,8, Hochschule für Oekonomie & Management gemeinnützige GmbH, Hochschulleitung Essen, 52 Quellen im Literaturverzeichnis, Sprache: Deutsch. Author: Schulte, Nadine Publisher: GRIN Verlag Illustration: N Language: GER Title: Systemische Organisationsberatung Pages: 00076 (Encrypted PDF) On Sale: 2007-01-01 SKU-13/ISBN: 9783638625708 Category: Business & Economics : General

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