CONTENTS

Preface	andting bas the days sundites he as 6 six
Acknowledgments	Organizations and botame welvemisty
es petatefu	d to readers prosend the overship dro have
PART ONE Making Sense of Organiz	zations
1 Introduction: The Power of Refran	EARY SIX Improving Leadership Pronin
2 Simple Ideas, Complex Organization	ons made to be back by popular demand 25 per a virgettal to teems of polysopath are deposited by the polysopath are deposited
PART TWO The Structural Frame	As Assembly Leader Action (Report Mark)
3 Getting Organized	organizations as tectories, families, jungles and enough singular of agreed primeries 45 at the fact that we have incorporated new research
4 Structure and Restructuring	eep up with the base and the polarity 171
	and beneate identified his rightening 193
PART THREE The Human Resource	Frame 113
6 People and Organizations	vo streams together provide a fuller dicture 115
7 Improving Human Resource Mana	gement zabal sa135
8 Interpersonal and Group Dynamic	sime, we worked realously to min value (33)157

9	Power, Conflict, and Coalition	181
10	The Manager as Politician	201
11	Organizations as Political Arenas and Political Agents	217
PAI	RT FIVE The Symbolic Frame 235	
12	Organizational Symbols and Culture	239
13	Culture in Action	265
14	Organization as Theater Towns Making-Sense of Organizations Towns I	279
PAI	RT SIX Improving Leadership Practice 1997 295 wed and include the	ř
15	Integrating Frames for Effective Practice	297
16	Reframing in Action: Opportunities and Perils	313
17	Reframing Leadership	325
18	Reframing Change in Organizations begins Organizations	359
19	Reframing Ethics and Spirit pairus and Spirit	385
20	Bringing It All Together: Change and Leadership in Action	399
	logue: Artistry, Choice, and Leadership pendix: The Best of Organizational Studies	419 423
11	liography	427
	Authors and Organizations	467
	Improving Human Resource Management solutions and am	469 481
Sub	ject Index	401