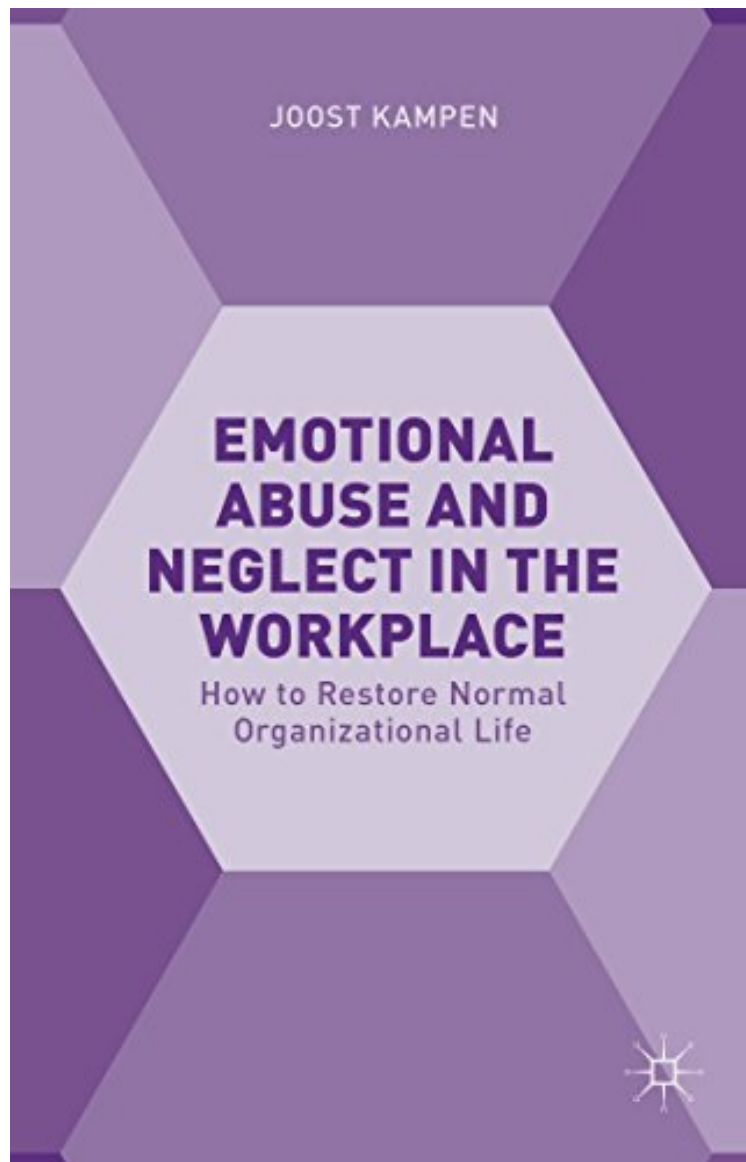


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Emotional Abuse and Neglect in the Workplace: How to Restore Normal Organizational Life

Joost Kampen

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book bridges the gap between research and OD practice. Studies from the domain of child development are transferred to the domain of organizational development. OD practitioners will find instruments and intervention strategies. We learn that emotional abuse and neglect in the workplace is very harmful to human relations in organizations. To restore a normal organizational life takes a lasting effort, consideration and energy. The change agents need strong negative capabilities to stay fit because they are faced with distrust and envious attacks.

Emotional Abuse and Neglect in the Workplace tackles the big questions: How does emotional neglect of employees affect an organization? How can management effectively manage while restoring an organization's health? When trust is gone, only reliable behavior by senior managers can help - and this takes time. The author explores striking similarities between the symptoms of ailing organizations and abusive or neglectful families. This book explores not only a new theory of neglected organizations, but also a set of methods enabling OD practitioners to restore employees' trust. It also provides diagnostic tools and guidelines for change agents who confront organizational neglect head-on and includes case studies and real-life experiences of OD practitioners.

This book explores not only a new theory of neglected organisations, but also a set of methods enabling organizational development (OD) practitioners to restore employees' trust. This is a well book which sets out a novel and attractive model for analysing problems in the workplace and facilitating change. (Jacky Steemson, Occupational Safety Health Journal, July-August, 2016) 'Emotional Abuse and Neglect in the Workplace takes a refreshing look at persistent organizational problems and shows how leaders can make a difference in restarting stalled development in organizations.' - Jaap Boonstra PhD, University of Amsterdam 'This book sheds a new and surprising light on certain organizations and particularly on how OD professionals should deal with them. A true enrichment of our field.' - Leacon de Caluwe PhD, VU University Amsterdam 'I would recommend this book to anyone who works with organizations that are unable to put their house in order. It's an insider's view on how to restore organizations to health.' - Hans Vermaak PhD From the Back Cover Emotional Abuse and Neglect in the Workplace tackles the big questions: How does emotional neglect of employees affect an organization? How can management effectively manage while restoring an organization's health? When trust is gone, only reliable behavior by senior managers can help - and this takes time. The author explores striking similarities between the symptoms of ailing organizations and abusive or neglectful families. This book explores not only a new theory of neglected organizations, but also a set of methods enabling OD practitioners to restore employees' trust. It also provides diagnostic tools and guidelines for change agents who confront organizational neglect head-on and includes case studies and real-life experiences of OD practitioners.