

Gestion De La Complejidad En Las Organizaciones Etkin

Libro Pdf

Morales Montejo, Clemencia

Gestion de La Complejidad En Las Organizaciones Jorge Ricardo Etkin, 2005-09 La obra estudia la organización como una realidad compleja, por los cambios imprevistos en su contexto, la diversidad interna y las consecuencias disfuncionales de las propias decisiones directivas. Una realidad donde coexisten la razón y la sinrazón, el orden y el desorden, la objetividad y la subjetividad, la competencia y la colaboración. En lo interno, hay complejidad en los objetivos múltiples, los juegos de poder, las subculturas, las diferencias de significación, el exagerado peso de la eficacia por sobre los valores éticos. En lo externo, influye la incertidumbre, la aceleración del cambio y la adversidad, como también la emergencia de nuevos escenarios y oportunidades impensadas. Lo complejo no es sólo al impacto de los cambios en el plano tecnológico. También afecta lo humano, por la duda y ansiedad que generan la ambivalencia en las comunicaciones y la relación laboral inestable. La visión convencional ofrece la imagen del directivo que fija el rumbo, define estructuras, toma decisiones racionales y produce con eficiencia. En nuestro tiempo, enfrentar la complejidad exige renovar los planes, superar esquemas mentales y articular fines diversos. El directivo no puede mirar perplejo ni escéptico cómo el orden resulta desbordado. Debe avanzar en una realidad con caminos encontrados, sin caer en el crudo pragmatismo que lleva la empresa al caos. Se requieren recursos flexibles y estrategias de adaptación, pero también capacidad para estabilizar los signos vitales de la organización, su identidad. El libro ofrece a directivos y analistas conceptos y prácticas para tratar con la diversidad, las tensiones y divergencias propias de una organización compleja. Y hallar el punto en que las relaciones se hacen sustentables porque consideran tanto las necesidades de los grupos internos como las condiciones de los procesos productivos y los valores asociados al ejercicio de la responsabilidad social de la organización. Jorge Etkin es director de la carrera de Administración de la Universidad de Buenos Aires, titular de la cátedra de Dirección General, subdirector de la Maestría en Administración, profesor de Estrategias y Políticas de Empresa en el MBA de diversas universidades nacionales, y consultor de dirección en empresas públicas y privadas. Ha sido director del Instituto Nacional de la Administración Pública (INAP-Argentina) y consultor en programas de desarrollo administrativo de organismos internacionales, como ONU, OEA, BID y el CLAD. Publicó una decena de libros sobre dirección en diversos países de América y en España, entre los cuales se destaca Política, gobierno y gerencia

de las organizaciones. Ha sido coordinador del Seminario Internacional sobre los Desafíos Éticos del Desarrollo (BID-UBA, 2002). Por sus aportes en temas de ética y gobernabilidad en organizaciones, ha merecido varios comentarios y menciones en medios internacionales como Financial Times, Chicago Tribune y Le Nouvel Observateur.

El emprendedor de organizaciones innovadoras Morales Montejo, Clemencia, 2014-09-22 El presente libro orienta al lector en el proceso que va desde la generación de una idea de negocio, la introducción en el mercado, su desarrollo y la puesta en marcha del emprendimiento. Los nueve capítulos del libro permiten la creación de un negocio de forma sistémica, permitiendo que el conocimiento de la futura organización se vaya gestando en un proceso interactivo de aprendizaje permanente, alimentándose del conocimiento de los recursos que se estudian en detalle: humanos, comerciales, de producción, financieros y de información, y que se ajustan al perfil del negocio que se va definiendo.

Reseña "Gestión de la complejidad en las organizaciones. La estrategia frente a lo imprevisto y lo impensado" de Jorge Etkin Coromoto Renaud Maita, 2013

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