

Papers presented at the (1983, 1985), 1986 - 1988, (1989 missing),
1990 - 2002 Symposia

Compiled
by
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August 2002

1983 New York
First Cornell Symposium on the Psychodynamics of Organizational Behavior
and Experience (incomplete)
NYSSI LR Cornell University
Program Chair: Leopold W. Gruenfeld

< Psychology of work at the public-esteem stage of Maslow's hierarchy:
Psychodynamics of the organizational personality. > by Howard S. Schwartz

Published as: Schwartz, Howard S. (1987), Rousseau's discourse on inequality
revisited: Psychology of work at the public esteem stage in Maslow's hierarchy.
International Journal of Management 4(2), 180 - 193

1985 New York
Second Cornell Symposium on Psychoanalytic Studies in Organizational
Behavior and Experience: The Social Character of Organizations
Cornell Medical Center - New York Hospital
Program Chair: Leopold W. Gruenfeld

< The Analysis of Organizational Character > by Donald M. Levine

< The Vicissitudes of Leadership: An Object Relations Perspective > by Larry
Hirschhorn

< Leadership in Organizations and the Capacity for Members to Think > by James
Krantz

Published as: Gilmore, Thomas N. & James Krantz (1985), Projective
Identification in the Consulting Relationship: Exploring the Unconscious
Dimension of a Client System. Human Relations, Vol. 38, No. 12, , pp. 1159-
1177

< Integrative and Comparative Critique > by Cynthia McSwain

< Social Character, Values Conflict, and Psychopathology Within the Large Organisation
> by Douglas LaBier

< The Social Character of Bureaucracy: Anxiety and Ritualistic Defense > by Michael A. Diamond, Ph. D.

Published as: Diamond, Michael A. (1985), The Social Character of Bureaucracy: Anxiety and Ritualistic Defense. Political Psychology 6(4), December

< Integrative and Comparative Critique > by Linda Smircich

< Studying Social Character: Strategy and Methods > by Michael Maccoby, Richard Margolies & Jan Erik Rendahl

< The Scapegoating Impulse in Organizational Consultation > by Howell S. Baum

< Models of Psychoanalytic Process Consultation: Theoretical and Technical Issues > by Lawrence J. Gould

< Integrative and Comparative Critique > by Gideon Kunda

< Psychoanalytic Perspectives on Organizational Culture and Behavior > by Michael Diamond, Leopold W. Gruenfeld, Manfred Kets de Vries, Donald M. Levine & Harry Levinson

< Looking for the Black Box: A reconnaissance of Psychoanalysis in Organizational Theory > by Abraham Zaleznik

1986 New York
Symposium on Organizational Effectiveness (incomplete)
Cornell University
Program Chair: Leopold W. Gruenfeld

< Leadership and Management: The Splitting of Leadership and Management > by Tom Gilmore

Published as: Gilmore, Thomas N. & James Krantz (1986), The splitting of leadership and management as a social defense. Human Relations, Vol. 43, No. 2, 183 - 204.

< The Myth of the Effective Organization: An Existential Psychoanalytic Perspective (On the Psychodynamics of Organizational Disasters) > by Howard S. Schwartz

Published in: Schwartz, Howard S. (1990), Narcissistic Process and Corporate Decay: The Theory of the Organization Ideal. New York (New York University Press)

1987 New York
Interpreting Unconscious Life in Organizations: Psychoanalytic Issues in Organizational Research and Consultation
Pace University

Program Chair: Don Levine

< A Methodology for Assessing Internal Working Models of the Organization: Applications to Management and Organizational Development Programs > by Laurence J. Gould

< Issues in Endings of Consultancies > by Thomas N. Gilmore

Published as: Gilmore, Thomas N. (1989), Issues in Ending Consultancies. Consultation, Spring

Gilmore, Thomas N. (2000), Issues in Ending Consultancies. In: R.T. Golembiewski (ed.), Handbook of Organizational Consultation. New York (Marcel Dekker, Inc.), 337-345

< Organizational Initiation As Organized Sublimation: Examples Of Conflicts Between Membership And Libido And Aggression > by Howell S. Baum

< Vicissitudes of the Sense of Self: Being Inside and Outside of an Institutional Role > by Zeborah Schachtel, New York City, New York

< Professions And Authority > by Larry Hirschhorn

< Depressivity, Potency and Power in Management > by Laurent Lapierre

Published as: Lapierre, Laurent (19989), Mourning, potency and power in management. Human Resource Management 28(2), 177 - 189

< To Explore The Unconscious Dynamics Of Transition As It Affects The Interdependence Of Individual, Group And Organizational Aims In Paradigm Change > by Harold Bridger

< The Case For Interpreting Unconscious Life In Organizations > by Abraham Zaleznik, Graduate School of Business Administration, Harvard University

< Rhetoric vs. Evidence As A Source Of Persuasion: Are Facts On The Way Out? > by Donald P. Spence, Department of Psychiatry, Rutgers Medical School

1988 New York
William Alanson White Institute
Program Chair: Don Levine

< Totalitarian Management and Organizational Decay > by Howard S. Schwartz

Published in: Schwartz, Howard S. (1990), Narcissistic Process and Corporate Decay: The Theory of the Organization Ideal. New York (New York University Press)

< Communication Skills and the Psychodynamics of Organizational Change > by Michael A. Diamond

Published as: Diamond, Michael A. (1992), Communication Skills and the Psychodynamics of Organizational Change. Administration & Society, 24(1)

< The Psychodynamics of Authority in a Post-Industrial Factory: Learnings from Supervisor's Seminar > by Thomas Gilmore & Larry Hirschhorn

Published as: Gilmore, Thomas N., Larry Hirschhorn & Terry Newell (1989), Training and learning in a post-industrial world. In Part III: Studies in research of instruments of change in socialization and learning at work: A new approach to the learning process in the workplace and society. Heinz Leymann & Hyu Kornbluh, eds. Aldershot, Hants, England (Avebury) ; Brookfield, Vt., USA (Gower), 185 - 200.

< The Puzzle of Organizational Affiliation and the Problem of Organizational Politics > by Howell Baum

Published as: Baum, Howell S. (1993), Organizational politics against organizational culture: A psychoanalytic perspective. In: Larry Hirschhorn & Carole K. Barnett (eds.), The psychodynamics of organizations. Philadelphia (Temple University Press), 33-45.

< Facilitating Counterprojective Work in Leadership Transitions > by Thomas Gilmore & Don Ronchi

Published as: Gilmore, Thomas N. & Don Ronchi (1995), Managing Predecessors' Shadows in Executive Transitions. Human Resource Management, Spring, pp. 11-26.

< Transitionality and Management Learning > by Gilles Amado

< The Problem of Testing Psychological Models of Organizational Behavior > by Seth Allcorn

< The Charismatic Personality and the Appropriate Organizational Context > by Michael Hoffman

< Psychoanalytic and Non-Psychoanalytic Approaches to Work Group and Organizational Consultation: An Overview and Appraisal of Theory and Practice > by Lawrence J. Gould

Published as: Gould, Lawrence J. (1991), Using Psychoanalytic Frameworks for Organizational Analysis. In: M. F. R. Kets de Vries (ed.), Organizations on the Couch. San Francisco (Jossey-Bass), 25 - 44

< The Analysis of Organizational Character > by Donald M. Levine, Department of Psychology, Brooklyn College and the Graduate School, The City University of New York ??

1989 still missing

1990 Montreal

Clinical Approaches to the Study of Managerial and Organizational Dynamics
École des Hautes Études Commerciales de Montréal
Program Chair: Laurent Lapierre

The papers of this Symposium have been published as:

Lapierre, Laurent (ed.), (1991), Clinical Approaches to the Study of Managerial and Organizational Dynamics, Proceedings of the Fourth Annual Symposium of the International Society for the Psychoanalytic Study of Organizations (École des HEC)

< The Clinical Approach, Subjectivity and Case Histories as Research Methods in the Study of Managerial and Organizational Dynamics > by Laurent Lapierre

Published as: Lapierre, Laurent (1989), Mourning, potency and power in management. Human Resource Management, 28(2), 177-189

Lapierre, Laurent (1991), The Clinical Approach, Subjectivity and Case Histories as Research Methods in the Study of Managerial and Organizational Dynamics. In: Clinical Approaches to the Study of Managerial and Organizational Dynamics. Proceedings of the Fourth Annual Symposium of the International Society for the Psychoanalytic Study of Organizations (École des HEC), 1-34.

< Intrapsychic Life and Organization: from Idealization to Transitional Spaces - The Case of Evelyne B. > by Gilles Amado

< Leaders on the Couch: The Case of Roberto Calvi > by Manfred F. R. Kets de Vries

Published as: Kets de Vries, Manfred F. R. (1991), Leaders on the Couch. Journal of Applied Behavioral Science, 26 (4), 423-431

< Ernest Saunders and the Guinness Affair > by Manfred F. R. Kets de Vries

< Request, Transference and Counter-Transference: An Intervention at a Shelter for Women in Difficulty > by Eugène Enriquez

< Institutional Consultancy as a Means of Bringing About Change in Individuals > by Isabel Menzies Lyth

< Freud as an Entrepreneur: Implications for Contemporary Psychoanalytic Institutes > by Harry Levinson

Published as: Levinson, Harry (1991), Freud as an Entrepreneur: Implications for Contemporary Psychoanalytic Institutes. In: Laurent Lapierre (ed.), Clinical Approaches to the Study of Managerial and Organizational Dynamics. Proceedings of the Fourth Annual Symposium of the International Society for the Psychoanalytic Study of Organizations. Montreal (Ecole des Hautes Etudes Commerciales)

< Race, Transference, Countertransference and Organizational Dynamics: The Case of Bates Manufacturing > by Jeffrey Lynn Speller

< The Psychodynamics of Safety: A Case Study of an Oil Refinery > by Larry Hirschhorn

< Psychoanalytic Bases of Organizational Conflict: Theory and Intervention > by Michael Diamond

Published as: Diamond, Michael A. (1993), Psychoanalytic Bases of Organizational Conflict: Theory and Intervention. In: Michael A. Diamond, The Unconscious Life of Organizations (Quorum Books, Greenwood Publishing Group)

< A Journey Towards Integration: A Transitional Phase in the Organizational Life of a Clinic > by Rina Bar-Lev Elieli

< Intuition, Countertransference and Wild Analysis in the Clinical Interview > by Erik L.H.M. Van de Loo

1991 Boston

Psychoanalysis, The Family, and The Family in Business: Reality and Metaphor
Boston College

< Psychoanalytic Approaches to Management: Paradigm Lost or Paradigm Found? > by Prof. Roderick Gilkey, School of Business, Emory University

< Psychoanalytic Contribution to the Founding and Development of The Tavistock Institute - And the Sequence? > by Harold Bridger

< The Attack upon the Patriarchy and the Repudiation of Reality: Toward the Resurrection of the Father > by Howard S. Schwartz

< A Pilot Project to Operationalize the Personality Organization for Empirical Research > by Prof. Paul J. Albanese, Department of Marketing, College of Business Administration, Kent State University

< Psychoanalysis, the Family, and the Family Business: Reality and Metaphor > by Edward B. Klein

< Creating a Family in the Workplace > by Howell S. Baum

Published as: Baum, Howell S. (1991), Creating a family in the workplace. Human Relations 44, 1137-1159.

Baum, Howell S. (1994), Creating a family in the workplace (and) Mentoring: Narcissistic fantasies and oedipal realities. In: Michael Hofmann & Monika List (eds.), Psychoanalysis and Management. Heidelberg (Physica-Verlag), 43-92

< Repetition Compulsion vs. Creative Repetition in the Family Business > by Kenneth I. Reich

< The Role of Psychoanalysis in the Succession Process > by Wilfred E. Calmas, Calmas Associates, Boston

1992 New York

Psychoanalytic Approaches to Organizational Insight and Consultation
St. Moritz Hotel
Program Chair: Michael Diamond

< Consulting to Organizations with Psychoanalytic Insights > by Harold Bridger

< Transference in Organization Research > by Howell Baum

Published as: Baum, Howell S. (1994), Transference in organizational research. Administration & Society 26, 135-157

< Methodological Problems in the Psychoanalytical Study of Organizational Behavior > by James Hunt & Marion McCollum, Boston University

Published as: Hunt, James & Marion McCollum (1994), Using psychoanalytic approaches in organizational consulting. Consulting Psychology Journal, Vol. 46, No. 2, spring, 1-11.

< How Consultants Learn: Training Program and Professional Study Group as a Laboratory > by Rose Redding Mersky

< Leverage and Limits: Applying the Psychoanalytic Perspective to Managing and Consulting > by Paula Singer & Marisa Guerin

< Managing a Divestiture: The Psychological and Emotional Dilemmas of Ending Personal, Work and Organizational Relationships > by Laurence J. Gould

Published as: Gould, Laurence J. (2000), Coping with a Divestiture: The Psychological and Managerial Dilemmas of Ending Personal, Work, Organizational and Community Relationships. In: E. B. Klein, F. Gabelnick & P. Herr (eds.), Dynamic Consultation in a Changing Workplace. Madison, CT (Psychosocial Press), 97 - 112

< Getting Behind and Beyond Bars: Some Thoughts for Work with the Staff of a Detention Center for Youth During the Intifada > by Mira Erlich-Ginor & Jona Rosenfeld

< Critique Psychoanalytic Approaches to Understanding Organizations > by Elliott Jaques, Arlington, VA

Published as: Jaques, Elliott (1995), Why the Psychoanalytic Approach to Understanding Organization is Dysfunctional. Human Relations 48, 343 - 349

Jaques, Elliott (1995), Reply to Dr. Gilles Amado. Human Relations 48, 359 - 365

< Insight and Affect in Consulting with Organizations Undergoing Loss, Change and Grief > by Howard Stein

< Report on the Pilot Project to Operationalize the Personality Organization of Empirical Research: The Adaptation of the California Q Sort to Psychoanalytic Object Relations Theory > by Paul Albanese, Steven Brown & Robert Brynes, Kent State University

< The Impact of Conflict Avoidance on Managerial Roles > by Michael A. Diamond & Guy B. Adams

Published as: Diamond, Michael A. (1993), The Impact of Conflict Avoidance on Managerial Roles. In: Michael A. Diamond, The Unconscious Life of Organizations (Quorum Books)

< Group Self-Esteem and Group Performance > by Glenn Swogger

< Organizational Effects of Executive Narcissism > by Jeffrey Kahn, Cornell University & Mark Unterberg, Timberlawn Psychiatric Hospital

< Power and Politics in Organizations: Pragmatics and Pathologies > by Abraham Zaleznik, Harvard University

< Discourse with an Enemy > by H. Shmuel Erlich

Published as: Erlich, H. Shmuel (1997), On Discourse with an Enemy. In: Edward R. Shapiro (ed.), The Inner World in the Outer World: Psychoanalytic Perspectives. New Haven (Yale University Press), 123 - 142

< An Organizational Approach to Working with a Business Partner who has AIDS > by Dolores McCarthy, Fordham University

< The Dynamics of the Consulting Relationship > by Alain Robichaud, University of Laval, Canada

1993 New York

Key Issues in Psychoanalytic Organizational Consultancy And Research
St. Moritz Hotel

Program Chair: Michael Diamond

< Real Conflict and Fantastic Consensus in a Community Organization > by Howell Baum

< The Puzzle: The Natural History of an Organizational Consultation > by Howard Stein

< The Consultant's Use of the Self in Family Business Consultation > by Joseph Rosenthal, Levinson Institute & Donald Davidoff

< The Nature and Value of Organizational Diagnosis > by Donald M. Levine, Brooklyn College and the Graduate School, City University of New York

< Working Across Levels of Authority > by Tom Gilmore, Larry Hirschhorn & Mal O`Connor

< The Impact on Health Care Delivery of Differing Organizational Cultures in British Columbia and the State of Washington > by William Gore & Meryl Dee Tsukiji, University of Washington

< Time and Task in the Valley: A Case Analysis of the Torin Machine Company Buyout Effort > by Marion Mc Collom, Boston University & Jonathon Gillette

< A Critical Review of Psychoanalytic Theories Used in Organizational Consultation and Research > by Laurence Gould

< Secrets of Organizational Life: A Study of Collusion > by Paula Singer & Marisa Guerin

< Organizational Nostalgia: Reflections on "The Golden Age" > by Yiannis Gabriel

Published as: Gabriel, Yiannis (1993), Organizational nostalgia: Reflections on the golden age. In S. Fineman (ed.), *Emotion in Organizations*. London (Sage), 118-141.

< The Intolerance of Diversity in Psychoanalytic Institutes > by Kenneth Eisold

Published as: Eisold, Kenneth (1994), The intolerance of diversity in psychoanalytic institutes. *International Journal of Psychoanalysis*, 75(4), 785-800

Eisold, Kenneth (1999), La intolerance a la diversite dans les societes psychanalytiques. *Revue Internationale de Psychosociologie* 5, (Winter), 87-107

< Emotional Evocation in Consultation: Moving Beyond the Limitations of Countertransference > by Jeffrey Goldstein & Rose Redding Mersky

< The Role of the Consultant's Bias, Values and Countertransference in Organizational Consultations > by Larry Hirschhorn

1994 Chicago
Psychoanalytic Interpretations of Organizational Cultures
Drake Hotel
Program Chair: Michael Diamond

< Psychodynamic Aspects of Corporate Cultural Transformation > by Tom Gilmore, Greg Shea & Michael Useem

Published as: Gilmore, Thomas N., M. Shea & M. Useem (1997), Side Effects of Corporate Cultural Transformation. *The Journal of Applied Behavioral Science*, June, 175-190

< Psychodynamics of Political Correctness > by Howard Schwartz

Published as: Schwartz, Howard S. (1997), Psychodynamics of Political Correctness. *Journal of Applied Behavioral Science*, 33 (2), 132-148
Revised and published in: Schwartz, Howard S. (2001), *Revolt of the Primitive: An Inquiry into the Roots of Political Correctness*. Westport, CT (Praeger),

< Workplace Organizations and Culture Theory: A Psychoanalytic Approach, or what is Culture for? > by Howard Stein

< The Organizational Dreamworld: Workplace Studies, Fantasies and Subjectivity > by Yiannis Gabriel

Published as: Gabriel, Yiannis (1995), The unmanaged organization: Stories, fantasies and subjectivity. *Organization Studies*, 16(3), 477 - 501

< Masculinity and the Meaning of Work: A Response to Manichean Feminism > by Howard S. Schwartz

Published as: Schwartz, Howard S. (1995), Masculinity and the meaning of work: A response to Manichean feminism. *Administration & Society*, 27 (2), 249-274

Revised and published in: Schwartz, S. Howard (2001), *Revolt of the Primitive: An Inquiry into the Roots of Political Correctness*. Westport, CT (Praeger)

< Understanding Organizational Culture as the Quality of Workplace Subjectivity > by Seth Allcorn

< Salient Dynamics in Religious Life > by W. Gordon Lawrence

Published as: Lawrence, W. Gordon (1994), *Salient Dynamics in Religious Life*. In: S. Allcorn (ed.), *Psychoanalytic Interpretations of Organisational Cultures*. Chicago, Ill.

< Community Dynamics Govern Community Planning. A Case Study > by Howell Baum

< Gender and Authority in Tavistock Conferences: What have we learned? > by Solomon Cytrynbaum

< The Application of Decision-Making Theory and Theories of Adult Development to Diagnosis and Intervention in Group Process > by Judith Stevens-Long

< A Developmental Model of Charismatic Leadership > by Donna Piazza Lofgren

1995 London

The Distinctive Relevance of Psychoanalytic Understanding to Organizations. Cases, Methods and Perspectives

Clive Hotel

Program Chair: Jon Stokes

< The Analytic Object in Organizational Work > by David Armstrong

< Strategic Planning and the Illusion of Control: Towards a Psychodynamic Perspective of Strategic Process > by David Barry & Michael Elmes

< Vulnerable Leadership: Consultancy to Management in Transition > by Francesca Cardona

< Psychoanalysis Today: Implications for Organizational Applications > by Kenneth Eisold

Published as: Eisold, Kenneth (...), *Psychoanalysis today: Implications for organizational consultation*. *Free Associations* 38, 6(2), 174-91

< In Fagin's Kitchen: Social Defenses as a Protection Against Children in the Post-Modern World > by Miranda Feuchtwang & Sheila Ramsay

< Challenges of Working at the Individual, Group, and Intergroup Level in Business Joint Venture Consultancy > by Thomas Gilmore & Michael Seitchik

Published as: Gilmore, Thomas N. & Michael Seitchik (2001), Consulting to Tensions in a Business Joint Venture. *Organizational & Social Dynamics* 2, 1-16

< The Psychodynamics of Strategic Alliances: Anxiety and the Management of Independence > by Larry Gould, Ross Clinchy & Robert Ebers

Published as: Gould, L. J., R. Clinchy & R. Ebers (1999), The Systems Psychodynamics of a Joint Venture. *Human Relations*, 52(6), 697 - 722

< The Psychodynamics of Architectural Practice > by Robert Gutman

< The Psychodynamics of Strategy Formulation > by Larry Hirschhorn

< When Women Lead: The Visibility-Vulnerability Spiral > by Kathy E. Kram & Marion E. McCollom

< 'Social Dreaming' as a Tool of Action-Research > by W. Gordon Lawrence

Published as: Lawrence, W. Gordon (1996), Socialt drommande och varadgsliv. In: Boethius, S. & S. Jern (eds.) *Den svarfangade organisationen*. Stockholm (Natur Och Kultur)

Lawrence, W. Gordon (1998), Social Dreaming as a Tool of Consultancy and Action Research. In: Lawrence, W. G. (ed.) *Social Dreaming @ Work*. London (Karnac Books) 123 - 140

Lawrence, W. Gordon (1998), Soziales Träumen und Organisationsberatung. *Freie Assoziation* 1, 304 - 328

Lawrence, W. Gordon (2001), Social Dreaming: La funzione sociale del sogno. Rome (Edizione Borla)

< The Sociopschoanalytic approach > by C. Rueff-Escoubes, G. Mendel & M. Weiszfield-Bitan

< Understanding Identity, Compliance and Dissent in Organizations within a Constellation of Life Themes: The Essential Contribution of Psychoanalytic Theory > by Adrian Carr

< The Psychoanalytic Implications of Open Space Events > by Sholom Glouberman

< Meeting God: When Organizational Members come face to face with the Supreme Leader > by Yiannis Gabriel

Published as: Gabriel, Yiannis (1997), Meeting God: When organizational members come face to face with the supreme leader. *Human Relations*, 50(4), 315 - 342

< The Seduction of Understanding: Some Uses, Misuses and Limitations of a Psychoanalytic Approach to Management Development > by Vega Zagier Roberts

< Research as a Path to the Psycho-Analytic Understanding of Organizations: A discussion of problems and methods > by Robert Lipgar

< Administration as a Form of Psychotherapy > by Howard E. Book

< Affective Codes in the Production of Services: The Experience of Social Cooperatives in Italy > by C. O. R. Association

< Organizational Telescopes and/or Microscopes > by Christopher Ridgeway & Michael Walton

> Educating the Gut: An application of Psychoanalytic Understanding to Learning in Organizations > by Susan Long & John Newton

Published as: Long, Susan D. & Newton, John (1997), Educating the Gut: Socio-emotional aspects of the learning organisation. The Journal of Management Development Vol.16, No.4., 284-301

< Training the Psychoanalytically informed Organizational Consultant > by Howard Atkins, Kamil Kellner & Jane Linklater

< The Sin of the Father: Reflections on the Role of the Organization Man in the Decline of Male Authority > by Howard S. Schwartz

Published as: Schwartz, Howard S. (1996), The Sin of the Father: Reflections on the Roles of the Corporation Man, the Suburban Housewife, their Son and their Daughter in the Deconstruction of the Patriarch. Human Relations, 49 (8), 1013-1040

Revised and published in: Schwartz, Howard S. (2001), Revolt of the Primitive: An Inquiry into the Roots of Political Correctness. Westport, CT (Praeger)

< A Culture of Enquiry: Life in a Hall of Mirrors > by Peter Griffiths & Robert D. Hinshelwood

1996 New York
Organization 2000: Psychoanalytic Perspectives
Marriott Financial Hotel
Program Chair: Marc Maltz

< The Recovery of Meaning > by David Armstrong

< The Girl Who Couldn't Help It > by Jonathan Ames

< Action Learning - Employing The Workplace Within > by Howard Atkins, Kamil Kellner & Jane Linklater

< Resurrecting the Muse: Followership in Organizations > by David N. Berg

Published as: Berg, David N. (1998), Resurrecting the Muse: Followership in Organizations. In: Edward B. Klein, Faith Gabelnick & Peter Herr (eds.), The Psychodynamics of Leadership. Madison, CT (Psychosocial Press)

< Lacanian Resources for Organizational Consulting > by Mark Bracher

< The Hubris of Management > by Yiannis Gabriel

Published as: Gabriel, Yiannis (1998), The hubris of management. Administrative Theory and Praxis, 20(3), 257 - 273

< Psychoanalysis and the Executive Role > by Larry Gould

< Strategy, Distorted Thinking and the Sense of Shame > by Larry Hirschhorn

< On the Use of Psychoanalytic Concepts in Organisational Social Science > by Lisl Klein

< Separating from the Organization: Subjective Desire, Struggle and Social Responsibility in the Life of the Entrepreneur > by R. Koenigsberg

< Anxiety & the New Order > by James Krantz

Published as: Krantz, James (1998), Anxiety & The New Order. In E. Klein, F. Gabelnick & P. Herr (eds.), Leadership in the 21st Century. Madison, CT (International Universities Press)

< Psychoanalysis, Discourse and Strange Lists: These are a Few of My Favourite Things > by Susan Long

Published as: Long, Susan D. (2001), Working with Organizations: The contribution of the psychoanalytic discourse. Organization and Social Dynamics Vol. 1. No.2, 174-198.

< An Introduction to NetDynam > by Harriet W. Meek, Fred Bauder, Shannah Whitney & Robert M. Young

> Internal consultancy, team and institutional development > by Robert Nicodemus

< What Does Psychoanalytic Theory and Application Have to Offer the Women of Workforce 2000? > by Shelley Reciniello

Published as: Reciniello, Shelley (1999), The Emergence of a Powerful Female Workforce as a Threat to Organizational Identity. American Behavioral Scientist, 43(2), October, 301 - 323

< Deep Time: Narrative and Immanence in Organizational Consulting > by Don Ronchi & Thomas North Gilmore

< Working with Problems of Narcissism in Entrepreneurial Organizations > by Richard Ruth

< The Sin of the Father: Reflections on the Roles of the Corporation Man, the Suburban Housewife, their Son, and their Daughter in the Deconstruction of the Patriarch > by Howard S. Schwartz

Published in: Schwartz, Howard (2001), *Revolt of the Primitive: An Inquiry into the Roots of Political Correctness*. Westport, CT (Praeger),

< The Emergence and Development of a Psychodynamic Approach to Japanese Managerial Operations: The Need to Heal Japanese Mental Institutions: How to Restore the Splitted Self and Adapt to Reality > by Yukito Shimizu & Joichi Ogawa

< 'In My End Is My Beginning': The Changing Context of Psychoanalytically-oriented Consultancy > by Vega Zagier Roberts & Lionel F. Stapley

< "Death Imagery and the Experience of Organizational Downsizing: Or, Is Your Name on Schindler's List?" > by Howard F. Stein

Published as: Stein, Howard F. (1997), *Death Imagery and the Experience of Organizational Downsizing: Or, Is Your Name on Schindler's List?* *Administration and Society* 29(2) May, 222-247

Stein, Howard F. (1999), *Todesvorstellungen und die Erfahrung organisatorischen Downsizing oder: Steht Dein Name auf Schindlers Liste?* *Freie Assoziation* 2, 155 - 185

< The Emergence and Development of a Psychodynamic Approach to Japanese Managerial Operations > by Koji Takahashi

< Reflections from Practice: The Interface of Psychoanalysis and Organizational Role Consultation > by Kathleen Pogue White

< The Psychodynamics of Psychoanalytic Organisations > by Robert M. Young

1997 Philadelphia
The Complexity of Organizational Life - How Does Psychoanalytical Thinking Broaden Our Understanding?
Korman Suites Hotel
Program chair: Marlene Spero

< The Architecture of Quality: The Case of the Specialist Care Organization > by Philip Boxer & Barry Palmer

< University Consortia Case Study > by Patricia L. Buckley

< On the Vicissitudes of Cyber-Space as Potential Space > by Michael A. Civin

Published as: Civin, Michael A. (1999), *On the vicissitudes of cyberspace as potential space*. *Human Relations*, Volume 52(4)

< Work Related Fantasies-Corporate Downsizing & Team Building > by William Czander

Published as: Czander, William (2001), A failed consultation-Part One What Happened? C2M (consulting to management), vol.12 issue 2, June 2001.

Czander, William (2002), A failed Consultation-Part Two: Why did it happen? C2M (consulting to management), Vol. 13, issue 1,

< Administrative Assault: A Contemporary Psychoanalytic View of Violence and Aggression in the Workplace > by Michael A. Diamond

Published as: Diamond, Michael A. (1997), Administrative Assault: A Contemporary Psychoanalytic View of Violence and Aggression in the Workplace. American Review of Public Administration, 27(3)

< Insults, Anger and the Emotional Life of Organizations > by Yiannis Gabriel

Published as: Gabriel, Yiannis (1998), An introduction to the social psychology of insults in organizations. Human Relations, 51(11), 1329 - 1354

< A Psychodynamic Perspective on Workplace Team Effectiveness > by Marisa Guerin

< Ambush in the Night-Doormen Working on an Organizational Boundary Symbolized by the Bodies - A Crisis Intervention > by Lars Gustafsson, Marika Lindbom-Jakobson & Renate Gronvold-Bugge

< Design, Form and Reparation > by Professor Robert Gutman, School of Architecture, Princeton University

Published as: Gutman, Robert (1998-99), Design, Forme et Reparation. Revue Internationale de Psychosociologie, vol. V, no. 10-11, 149-159.

< The Primary Risk > by Larry Hirschhorn

Published as: Hirschhorn, Larry (1999), The primary risk. Human Relations, Vo1. 52, No.1.

< Psychodynamics & Inter-Occupational Relations in an Industrial Sector: The Case of UK Construction > by Richard Holti & Hilary Standing

< Making a Space for the Family. The Ambivalence of Group Life and The Work/Family Dilemma of the Executive > by James M. Hunt

< Centering of the Sphinx for the Psycho-Analytic Study of Organizations > by W. Gordon Lawrence

Published as: Lawrence, W. Gordon (1999), Centring of the Sphinx for the Psychoanalytic Study of Organisations. Socio-Analysis 1(2)

< Collaborative Action Research in an Organization: Can Psychoanalytically Informed Thinking Deepen the Collaboration? > by Susan N. Long & John Newton together with Jane Chapman, Janies Oakleish, Chris Foley & Charles Langley

Published as: Long, Susan D., Newton, John & Dalgleish, James (2000), In the Presence of the Other: Developing working relations for organisational learning. In: E. Klein, F. Gabelnick & P. Herr (eds.), Dynamic Consultation in a Changing Workplace Madison Conn. (Psychosocial Press)

< Women, Envy and Contemporary Organisational Life > by Jean E. Newman & Debra A. Noumair

< Learning to Learn What We Forgot We Didn't Know > by Marc Maltz & Martin E. Walker

Published as: Maltz, Marc & Walker, E.Martin (1998), Simultaneity and Parallel Process: an online social dreaming matrix. In: W. G. Lawrence (ed.), Social Dreaming @ Work. London (Karnac Books)

< "We Had No Choice. It Was Inevitable": Some Thoughts on Organizational Change > by Jan Schapper

< The Links Between Complexity Science and Psychoanalytic Thinking of Organizations > by Professor Ralph Stacey

Published as: Stacey, Ralph (2001), Complexity at the Edge of the Basic Assumption Group. In Gould. L., L. Stapley & M. Stein (eds.), The Systems Psychodynamics of Organizations: Integrating the Group Relations Approach, Psychoanalytic and Open Systems Perspectives. ...

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