

Managing Professional Identities

Knowledge, performativity and the 'new' professional

Edited by
**Mike Dent and
Stephen Whitehead**



Routledge Studies in Business Organizations and Networks

Managing Professional Identities Knowledge Performativity And The New Professional

Duncan McTavish, Karen Miller



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Managing Professional Identities Mike Dent, Stephen Whitehead, 2013-04-15 This book addresses the nature of current shifts in professional and managerial knowledge and practice particularly in relation to power and accountability Connecting with current debates concerned with work and identity the book will present a range of theoretical and empirical accounts of the dilemmas and issues facing specialists in various organizational arenas as they seek to adapt to the challenges of organizational and cultural transformation Contributions offer innovative and sophisticated theoretical engagements which draw upon various perspectives including those of post structuralism feminism post marxism and post modernism

Professional Learning in the Knowledge Society Karen Jensen, Leif Chr. Lahn, Monika Nerland, 2012-10-20 This book presents an entirely new approach to professional learning based on perspectives of the knowledge society and in particular an interpretation of Knorr Cetina's work on scientific epistemic cultures Starting with a conceptual chapter and followed by a suite of empirical studies from accountancy education nursing and software engineering the book elaborates how a knowledge production and circulation take distinct forms in those fields b how the knowledge objects of practice in those fields engross and engage professionals and in the process people and knowledge are transformed by this engagement By foregrounding an explicit concern for the role of knowledge in professional learning the book goes much farther than the current fashion for describing practice based learning It will therefore be of considerable interest to the research policy practitioner and student communities involved with professional education learning or interested in innovation and knowledge development in the professions

Neoliberalism and the Global Restructuring of Knowledge and Education Steven C. Ward, 2012-04-05 This book examines the influence of neoliberal ideas and practices on the way knowledge has been conceptualized produced and disseminated over the last few decades at different levels of public education and in various national contexts around the world

Professions and Professionalism Mike Dent, 2023-10-06 Professions have long provided a dependable body of expertise that organisations have relied upon to fulfil goals Issues around equality and diversity alongside challenges to expert knowledge in the neo liberal era have created profound challenges for this type of worker even while creating opportunities for newer varieties of expert labour to establish themselves as professionals This shortform book provides a critical synthesis of the current state of the field from an international perspective It highlights the key opportunities and challenges for the professions and professionalism within both the public and private sectors as a field of research practice and policy The first half of the book deals with the comparative history theories and inequalities of the professions This provides a basis for our understanding of how the professions have had to adapt and how governance management and leadership have come to shape the emerging and evolving models of professions and professionalism The book draws on case studies and through its analysis illustrates the organisational and sociological dimensions of the field This book will be of interest to scholars academics and students in the

fields of business management and sociology especially those conducting research and studies around the professions and professionalism

Epistemic Fluency and Professional Education Lina Markauskaite, Peter Goodyear, 2016-09-21 This book by combining sociocultural material cognitive and embodied perspectives on human knowing offers a new and powerful conceptualisation of epistemic fluency a capacity that underpins knowledgeable professional action and innovation Using results from empirical studies of professional education programs the book sheds light on practical ways in which the development of epistemic fluency can be recognised and supported in higher education and in the transition to work The book provides a broader and deeper conception of epistemic fluency than previously available in the literature Epistemic fluency involves a set of capabilities that allow people to recognize and participate in different ways of knowing Such people are adept at combining different kinds of specialised and context dependent knowledge and at reconfiguring their work environment to see problems and solutions anew In practical terms the book addresses the following kinds of questions What does it take to be a productive member of a multidisciplinary team working on a complex problem What enables a person to integrate different types and fields of knowledge indeed different ways of knowing in order to make some well founded decisions and take actions in the world What personal knowledge resources are entailed in analysing a problem and describing an innovative solution such that the innovation can be shared in an organization or professional community How do people get better at these things and how can teachers in higher education help students develop these valued capacities The answers to these questions are central to a thorough understanding of what it means to become an effective knowledge worker and resourceful professional

The Globalization of Executive Search Jonathan Beaverstock, James Faulconbridge, Sarah Hall, 2014-09-19 Executive search headhunting is now one of the archetypal new knowledge intensive professional services as well as a labor market intermediary bound up with globalization In this book the authors examine the key actors in the process of executive search globalization leading global firms and offer an interpretation of the forces producing the contemporary organizational strategies of global executive search The Globalization of Executive Search documents the forms of institutional work that have legitimated the role of executive in elite labor markets and created demand for the services of global firms this exposes not only the changing geographies of executive search but also how executive search has established itself as a new knowledge intensive professional service The authors reveal how the globalization of executive search is exemplary of the processes by which a range of new knowledge intensive professional services have come to be globally recognized approaching the heart of contemporary capitalism

Gender and the Public Sector Jim Barry, Mike Dent, Maggie O'Neill, 2003-09-02 Drawing on sociology and social policy this intriguing volume considers gender and professional identity from a variety of perspectives including feminism and post modernism

The Self as Enterprise Peter Kelly, 2016-03-03 Twenty first century flexible capitalism creates new demands for those who work to acknowledge that all aspects of their lives have come to be seen as performance related and consequently of interest to those

who employ them or fire them At the start of the 21st century we can identify borrowing from Max Weber new work ethics that provide novel ethically slanted maxims for the conduct of a life and which suggest that the cultivation of the self as an enterprise is the life long activity that should give meaning purpose and direction to a life The book provides an innovative theoretical and methodological approach that draws on the problematising critique of Michel Foucault the sociological imagination of Zygmunt Bauman and the work influenced by these authors in social theory and social research in the last three decades The author takes seriously the ambivalence and irony that marks many people s experience of their working lives and the demands of work at the start of the 21st century The book makes an important contribution to the continuing debate about the nature of work related identities and the consequences of the intensification of the work regimes in which these identities are performed and regulated In a post global financial crisis GFC world of sovereign debt austerity and recession the author s analysis focuses academic and professional interest on neo liberal injunctions to imagine ourselves as an enterprise and to reap the rewards and carry the costs of the conduct of this enterprise

Ways of Living P. Blyton, B. Blunsdon, K. Reed, A. Dastmalchian, 2009-11-18 This international collection explores aspects of lifestyle and identity societal influences on ways of living the relevance of social networks and geographic communities for lifestyle choices and the significance of organisational policies and practices for lifestyle outcomes

Women in Leadership and Management Duncan McTavish, Karen Miller, 2006 This book explores the gendered nature of leadership and management The contributors analyse issues such as management development and therapeutic cultures expectations placed on women in the workplace managing maternity and the gendered nature of workplace mistakes The position of women in various sectors and areas of the politico economic landscape is also considered topics discussed include women in the boardroom women in the small to medium size enterprise sector support for female entrepreneurs gender in the public sector gender and the management of the European Commission The book concludes by stating the business case for greater female representation in leadership and management outlining some of the nuances in changing gender identities and positioning the content within current macro political developments As such it will strongly appeal to academics and researchers in gender studies policy studies social science business and management Practitioners and consultants in the equal opportunities field will also find much to interest them in this book

Questioning the New Public Management Mike Dent, John Chandler, Jim Barry, 2004 This book looks at New Public Management NPM in a variety of public sector contexts and organizational sites It provides a range of empirical case studies of NPM in practice and at the same time explores the consequences of it It takes an inter disciplinary approach while clearly illustrating a range of theoretical and empirical approaches

A Case Study of the Socialization of Engineers Russell F. Korte, 2007

The New Sociology of Economic Behaviour Ralph Fevre, 2003

The Feminine in Management Consulting Sheila Marsh, 2009-01-15 Through live material from consulting practice and an historical review of advice giving to pre modern leaders this book uncovers a distinctive feminine discourse of management

consulting in the public and not for profit sectors This view challenges current literature on management consulting that relies on established masculine images power emotion and values dominate the interactions in this book International Review for the Sociology of Sport ,2008 **Everyday Masculinities and Extreme Sport** Victoria Robinson,2008-09-01 Rock climbing is one of today s most popular extreme sports Although many women are involved the sport retains a particularly male image and culture Everyday Masculinities and Extreme Sport presents the first in depth study of rock climbing in the UK analysing what it reveals about the contemporary construction and performance of masculinity through sport One of the key concerns of the book is the relationship between everyday masculinity and the pursuit of the extraordinary through sport Drawing on insights from sociology and gender studies the book challenges traditional approaches to the analysis of sport *Corporate Governance and Financial Reporting: Mechanisms of governance relevant to financial reporting* Niamh Brennan,2008 *Aslib Proceedings* ,2008 **Men in Caring Occupations** Ruth Simpson,2009-01-15 Exploring the experiences of the growing number of men who have entered 1feminine2 service and caring occupations this book examines how men in these contexts both 1do2 and 1undo2 gender as they manage the potential mismatch between gender and occupational identity Part One of the book draws on the theoretical concepts of identity visibility and emotions to bring together some of the work in the field and to explore new developments Part Two examines the experiences of men in four occupational contexts through the lenses of identity and space cabin crew bodies embodiment and masculinity nurses professionalism and care primary school teachers and social identity librarians The book highlights some of the complications of managing identity in these contexts as well as the complexities and dynamics of negotiating difference R sum de l diteur **Internationale Bibliographie der Rezensionen wissenschaftlicher Literatur** ,2003

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web aug 22 2023 our telephone number 217 782 7373 and fax number 217 524 3706 the civil service commission is a 5 member body established by the personnel code it is an integral part of the state of illinois system of personnel administration based on merit principles and scientific method its specific duties and powers are set forth in section 10

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web jul 27 2022 once the office of employment and examinations has notified you of the examinations you are eligible to take it is your responsibility to set an appointment to take a civil service examination for great tips on testing and interviewing visit the systems website at [sucss illinois gov](#)

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