

MANFRED F. R. KETS
DE VRIES

*Leadership et névroses
organisationnelles*

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Manfred Fr Kets De Vries Leadership Et Neacutevroses Organisationnelles

Manfred F.R. Kets De Vries



Manfred F.R. Kets De Vries Leadership Et Névroses Organisationnelles:

Manfred F.R. Kets de Vries - Leadership et névroses organisationnelles Véronique Perret, 2009-11-01 Les travaux de Manfred Kets de Vries abordent les problématiques organisationnelles et managériales de la direction du commandement du leadership en s'appuyant sur les données cliniques et théoriques de la psychanalyse. Ses travaux s'inscrivent dans la tradition de recherche du Tavistock Institute of Human Relations qui pratique depuis les années 40 une recherche systématique sur les institutions et les organisations et qui met en évidence la répartition de la problématique psychanalytique. Ces travaux revisitent au moyen de concepts analytiques comme l'imaginaire, l'anxiété ou le narcissisme des questions comme celles de la constitution du lien social, de la motivation, du pouvoir, du leadership, des conflits, du changement organisationnel ou encore de l'identité au travail. Pour Grosvernier 2004, l'intérêt des travaux de Manfred Kets de Vries tient la fonction de la psychanalyse qui ne s'arrête pas à la connaissance du psychisme individuel. Elle est également un support précieux dans l'approche des collectifs, notamment des entreprises, en ce qu'elle fournit les clés d'une compréhension approfondie de la dynamique humaine des organisations et des représentations méthodologiques pour analyser et structurer des démarches d'intervention en dépassant un certain réductionnisme comportementaliste.

Les mystères du leadership Manfred F.R. Kets De Vries, 2002-09-18 Aider le dirigeant à améliorer son leadership en intégrant sa dimension humaine et motionnelle. Montrer les dysfonctionnements et les perversions du leadership avec des cas concrets. Comprendre la part d'irrationnel qui existe chez les dirigeants. Ce livre d'actualité par bien des aspects est d'abord un guide d'action. Il reprend l'essentiel des séminaires de développement humain que Manfred Kets de Vries donne aux dirigeants d'entreprise. Comment gérer la part d'irrationnel inhérente à toute organisation humaine ? Comment prendre en compte ses limites psychologiques ? Quelles sont les compétences pour diriger une entreprise ? Un dirigeant peut-il améliorer ses performances ? Comment repérer les futurs leaders et préparer sa succession ? De quelle manière le changement individuel et collectif se conduit-il ? Toutes ces questions trouvent ici des réponses concrètes. Manfred Kets de Vries se livre à une analyse clinique du leadership, il en montre sans complaisance les arcanes et les misères, n'hésitant pas à rappeler aux dirigeants leurs responsabilités vis-à-vis de ceux dont ils ont la charge. Car en cette époque d'incertitude forte, le leader doit plus que jamais être le réceptacle de l'anxiété et des motions des personnes qui le suivent et bâtir avec elles une organisation à la fois authentique et porteuse de sens.

Delve into the emotional tapestry woven by Crafted by in Experience **Manfred Fr Kets De Vries Leadership Et Neacutevroses Organisationnelles** . This ebook, available for download in a PDF format (Download in PDF: *), is more than just words on a page; it's a journey of connection and profound emotion. Immerse yourself in narratives that tug at your heartstrings. Download now to experience the pulse of each page and let your emotions run wild.

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