



Joyce K. Fletcher

# Disappearing Acts

Gender, Power,  
and Relational Practice  
at Work

# Disappearing Acts Gender Power And Relational Practice At Work

**Anne E. Noonan**



## **Disappearing Acts Gender Power And Relational Practice At Work:**

Disappearing Acts Joyce K. Fletcher, 2001-06-12 Joyce Fletcher's research shows that emotional intelligence and relational behavior are often viewed as inappropriate because they collide with powerful gender-linked images. This study of female design engineers has profound implications for attempts to change organizational culture. Joyce Fletcher's research shows that emotional intelligence and relational behavior are often viewed as inappropriate because they collide with powerful gender-linked images. Fletcher describes how organizations say they need such behavior and yet ignore it, thus undermining the possibility of radical change. She shows why the female advantage does not seem to benefit women employees or organizations. She offers ways that individuals and organizations can make visible the invisible work.

**Disappearing Acts** Joyce K. Fletcher, 2001 Fletcher studied women engineers among male co-workers to learn how perceptive interactive team or collaborative actions get disappeared even when they are most critical for today's jobs. Actions termed relational signify stereotyped and devalued feminine traits yet also are necessary. Chapter 5 dissects the dynamic that redefines relational practice as not serious work. Chapter 6 sketches out specific strategies for individuals/organizations to counter disappearing of women's contributions. *Gender and Language Theory and Practice* Lia Litosseliti, 2014-02-04 The book introduces both theoretical and applied perspectives identifying and explaining the relevant frameworks and drawing on a range of activities/examples of how gender is constructed in discourse. The book is divided into three parts. Part I covers the historical background to the study of gender and language moving on through past theoretical approaches to a discussion of current debates in the field with particular emphasis on the role of discourse analysis. In Part II gender is examined in context with chapters focussing on gender and language in education, the mass media and the workplace. Finally Part III briefly looks at key principles and approaches to gender and language research and includes activities, study questions and resources for teachers in the field. Rich with examples and activities drawn from current debates and events, this book is designed to be appealing and informative and will capture the imaginations of readers from a range of backgrounds and disciplines. **Power and Politeness in the Workplace** Janet Holmes, 2014-09-25 Power and Politeness in the Workplace

provides insights into the way we all talk at work. The book contains a wealth of material illustrating the way people communicate with each other in their ordinary everyday encounters in their workplaces. The analysis focuses in particular on how and why people do power and politeness in the workplace and examines the discourse strategies involved in balancing the competing demands of meeting workplace objectives and getting things done on time with maintaining good collegial workplace relationships. Drawing on a large and very varied corpus of data collected in a wide range of workplaces, the authors explore specific types of workplace talk such as giving advice and instructions, solving problems, running meetings and making decisions. Attention is also paid to the important contribution of less obviously relevant types of workplace talk such as humour and small talk to the construction of effective workplace relationships. In the final chapter some of the

practical implications of the analyses are identified This book aims to provide useful information to those interested in the many functions of talk at work It should be useful to those teaching business or interpersonal communication courses language in the workplace courses courses on discourse analysis communication studies pragmatics and sociolinguistics It should also be of interest to workplace practitioners and especially those involved in Human Resources training communication skill development and professional development and education

**The Handbook of Mentoring at Work**

Belle Rose Ragins, Kathy E. Kram, 2007-10-09 This handbook is remarkable in that it provides a comprehensive and finely nuanced account of the diverse approaches that researchers theorists and practitioners have taken to mentoring by incorporating insights of some of the most widely known and respected researchers in careers and in mentoring This handbook is poised to become a classic in career and mentoring literature with its potential long term heuristic usefulness in generating new intersections among theory research and practice Rebecca L Weiler Suzy D Enbeau Patrice M Buzzanell Purdue University This handbook is poised to become a classic in career and mentoring literature with its potential long term heuristic usefulness in generating new intersections among theory research and practice it is encouraging that so much of the handbook establishes grounds for future communication research and relates directly to current trends in organizational and managerial communication

MANAGEMENT COMMUNICATION QUARTERLY

Ragins and Kram both scholars whose work ignited the field of mentoring some 20 years ago and has guided it ever since have teamed up to produce this lucid and accessible compendium of research and theory on mentoring relationships at work Bringing together an impressive group of scholars this volume offers a comprehensive assessment of the current state of knowledge about mentoring as well as an ambitious theory driven practice oriented agenda for future research This book is an essential resource and could not be more timely as organizational scholars and practitioners alike grapple with the challenges of developing an ever more diverse workforce to meet the needs of an ever more global and technologically sophisticated organizational world Robin Ely Harvard Business School The most complete reference in mentoring The most seminal thinkers and the most significant collection of essays in print A must read for everyone concerned with growth and learning Warren Bennis University of Southern California This book is extremely timely After two decades of research and debate it provides a definitive guide to the study and practice of mentoring In a world of looming talent shortages it will prove an invaluable resource to reflective practitioners and organizational scholars alike The authors should be congratulated for offering this tour de force of cutting edge research and practice on mentoring while also charting new territories for future investigation Herminia Ibarra INSEAD From two of the leading theorists in the field of mentoring comes an extraordinary volume Ragins and Kram have guided a stellar group of authors toward new heights in theory and practice The book covers all the bases and provides multiple perspectives some entirely new that promise to be generative of innovative research and practice No one interested in mentoring neither scholar nor practitioner can afford to ignore this remarkable book Lotte Bailyn MIT Sloan School of

Management The explosion of interest in workplace mentoring today cries out for more robust research frameworks as well as new and better practical applications This superb Handbook closes that gap by bringing together leading scholars and practitioners for a comprehensive overview of this fast growing phenomenon Researchers students human resources professionals and practicing managers alike indeed anyone who has been a mentor or mentee will find this groundbreaking volume an indispensable companion John Alexander Former President and Senior Advisor Center for Creative Leadership The Handbook of Mentoring at Work Theory Research and Practice brings together the leading scholars in the field in order to craft the definitive reference book on workplace mentoring This state of the art guide connects existing knowledge to cutting edge theory research directions and practice strategies to generate the must have resource for mentoring theorists researchers and Speaking as Women Leaders Judith Baxter, Haleema Al A'ali, 2016-09-20 This book offers new insights on how senior business women in Middle Eastern and Western companies use language for effective leadership in their respective management meetings The book explores six case studies of women leaders three in UK companies and three in a Bahraini company The authors analyse meeting and transcript data to show that in both cultural contexts the women negotiate a range of gendered discourses such as hierarchy and status and masculinisation in order to manage their teams with authority and skill The book challenges received wisdom about the opportunities and constraints each cultural context offers women in public life While the UK women are constrained by chronic change and uncertainty in performing their roles effectively the Bahraini women are far better supported by their bosses yet are constrained by patriarchal assumptions of what constitutes effective leadership The book demonstrates the use of Feminist Poststructuralist Discourse Analysis FPDA which is applied by scholars worldwide yet has relatively few published models of practice **The Difference "Difference" Makes** Deborah L. Rhode, 2003 Why are women so dramatically underrepresented in leadership positions in law politics and business and what can be done to improve the situation These are the questions this provocative book meets head on

**Teaching as Invisible Work** Jennifer M. Lewis, 2006 The Psychology of Women at Work: Obstacles and the identity juggle Michele Antoinette Paludi, 2008 According to the U S Department of Labor women made up 46.4 percent of the civilian labor force in 2005 and that percentage is expected to reach 47 percent by 2014 Professional and health related occupations are the fastest growing roles for women with computer related environmental and educational fields also drawing increasingly on the female workforce The bottom line at a macro level is that more and more women are driving the country's economic development But with that phenomenon come questions challenges and concerns on many diverse levels Debates rage on psychological topics such as the effect the increasing number of women at work has on marriage and divorce family and children women's identities and stress levels and overall their physical and mental health Psychologist Michele A Paludi and her team of experts from across fields examine all aspects of women at work the pros and cons how it is changing American society its women their relationships partners and children Relational Dilemmas of Women Physicians Julia E.

McMurray,2000      **Understanding Gender and Culture in the Helping Process** Claire Low Rabin,2005 Featuring edited chapters contributed by practitioners and experts working within global cultures Rabin s text offers a practical and integrated way of considering gender ethnicity and culture through narrative in the helping process Designed for practitioners and students of the helping process as well as undergraduate and graduate students of diversity multicultural race and ethnic relations Rabin s text helps readers develop beyond the expectation of finding universal answers and towards better listening to their clients unique personal stories within their social context Featuring contributions from around the world this edited text reflects the work of practitioners and experts from within the respective culture who have shared their experiences and wisdom from working with a wide diverse selection of populations      **The Sport Psychologist** ,2006

*Toxic Emotions at Work and what You Can Do about Them* Peter J. Frost,2007 Human interaction is never flawless Even the best relationships produce tension and at times unpleasant emotions Since organizations are comprised of people all organizations generate emotional pain as part of the process of doing business producing new products on tight deadlines setting benchmarks for performance creating budgets crafting company policies and so on Getting the job done is rarely painless But when emotional pain goes unmanaged or is poorly handled it can negatively affect both employees and the bottom line in essence it becomes toxic In *Toxic Emotions at Work and What to Do About Them* Peter J Frost argues that the way an organization responds to pain determines whether it remains toxic or becomes generative whether it endures as a debilitating poison or is transformed into a force for healthy organizations According to Frost when ignored toxic emotions betray employees hopes bruise their egos reduce their enthusiasm for work and diminish their sense of connectedness to their company s community and goals Compassionate responses to pain on the other hand encourage those who are suffering to effect constructive changes in their work lives Despite their powerful role in employee performance toxic emotions are rarely addressed by organizations Instead most companies respond to pain informally and unconsciously through self selected individuals whom Frost calls toxin handlers Typically a senior manager or someone with a high emotional intelligence capacity toxin handlers soften the blow of emotional pain for others but over the course of time absorb much of the pain they handle to their own detriment They are often unrecognized unrewarded and poorly supported by their organizations And while they often provide a temporary relief from the symptoms of toxic organizational pain toxin handlers alone are unable to eradicate toxic emotions for the long term *Toxic Emotions at Work and What to Do About Them* suggests that handling toxic emotions effectively is an important though unrecognized set of competencies that must be understood and embraced not only by toxin handlers but by leaders managers and the organization as a whole Through rich examples of how individuals and organizations have managed emotional pain successfully Frost describes the key skills necessary to cope with emotional pain and to manage it effectively and offers concrete courses of action for organizations to institutionalize compassion in the face of emotional pain      **Renewing Research Practice** Ralph E. Stablein,Peter J.

Frost,2004 Scholars in organization studies share their experience in overcoming research obstacles working with collaborators balancing professional with personal life demands The book is organized around a series of chapters commentaries that invite the reader to interact with the ideas presented **Inside Women's Power** Sumru Erkut,2001

**A Dream and a Plan** Lorrie Greenhouse Gardella,Karen S. Haynes,2004 Successful women leaders in the human services recognise and value their own significance as well as that of others The helping professions are rich with women who have the imagination and aspiration to be such leaders but lack confidence or opportunity Written from an inclusive multicultural perspective this book provides tools for women who are breaking through the glass ceiling as well as those who are trying to unlock the door The authors have written a dynamic empowering book on women in leadership that offers practical guidance on pursuing career advancement overcoming barriers and cultivating mentorship Extensive research was drawn from women leaders in public service and private agencies and reveals the challenges resources and obstacles faced by women from different racial ethnic and social backgrounds Examining closely the potential of women leaders to promote diversity and equity in human services organisations the authors provide a conceptual framework for understanding and resisting prejudice discrimination and social injustice This is a pragmatic and motivating text for students social workers and human services providers as well as for experienc **Beyond Bias and Barriers** Committee on Maximizing the Potential of Women in Academic Science and Engineering (U.S.),Committee on Science, Engineering, and Public Policy (U.S.),National Academy of Sciences (U.S.),National Academy of Engineering,Institute of Medicine (U.S.),2007 The United States economy relies on the productivity entrepreneurship and creativity of its people To maintain its scientific and engineering leadership amid increasing economic and educational globalization the United States must aggressively pursue the innovative capacity of all of its people women and men Women make up an increasing proportion of science and engineering majors at all institutions including top programs such as those at the Massachusetts Institute of Technology where women make up 51% of its science undergraduates and 35% of its engineering undergraduates For women to participate to their full potential across all science and engineering fields they must see a career path that allows them to reach their full intellectual potential Much remains to be done to achieve that goal Summary p S 1 *Gendering Emotions in Organizations* Patricia Lewis,Ruth Simpson,2007-05-03 *Gendering Emotions in Organizations* is an edited collection that explores the connections between gender and emotion in organizations In its examination of these connections this book focuses on two specific areas emotional labour and the gendered nature of the expression of feelings at work Drawing on a range of empirical data including new work on the previously neglected area of men and emotions *Gendering Emotions in Organizations* is the first to bring together emerging literature on this fascinating topic **"At this Point Now"** Anne E. Noonan,2003 **The Work of Designing Video-based Multimedia Curriculum for Learning Teaching** Deidre Marjory Le Fevre,2003

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