

Organizational Participation: Myth and Reality

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Slides from webinar dispelling common myths regarding organization design. APQC is often asked: "What is the best structure or design model for my organization?" This APQC webinar, provides critical information that can help answer this question. Guest speakers, Simon Gott and Steve Hearsum, senior consultants at Roffey Park, a leadership institute based in the UK and Singapore, discuss nine organization design myths that they have collected in working with clients. They explain why understanding these myths matters for organization design stakeholders and what practitioners can do today to apply this information. Click here to access the slides from this w Nuno Gil Colm Lundrigan Jeffrey K. Pinto Phanish Puranam (2017). MegaProject Organization and Performance The Myth and Political Reality. This report summarizes the insights of a three-year study on "megaprojects" – the project-based organizations purposely formed to develop capital-intensive, large-scale infrastructure systems. Our aim was to further our understanding of what form of organizing work a megaproject is and investigate the extent to which we could trace empirical regularities in the performance of megaprojects back to their organizational structure. Our central claim is that mega Cornelis J. Lammers, Organization Studies, Issue 2, 2000. `stimulating and useful book I know of no other work on the subject that provides such a comprehensive review of the theory and empirical research on participation across the fields of psychology, organizational theory, collective bargaining, systems theory and human resources management There is much to admire in this work. Years of thinking about the issues, distilling clear definitions, exploring experiences from different nations and contrasting them, and analyzing factors blocking the expansion of participation general

