

Charisma

Effektivität der transformationalen Führung
Das Charisma-Geheimnis
Strategische Personalentwicklung in der katholischen Kirche.
Zwischen Kompetenz, Potenzial und Charisma
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in diesem essential beschreibt marco furtner die grundlagen zur visionären und charismatischen einflussnahme in der führung ist charisma angeboren oder trainierbar der autor gibt einen verständlichen Überblick zur effektivität der transformationalen führung welche die führungsforschung revolutioniert hat in den letzten 30 jahren wurde kein anderer führungsansatz so häufig untersucht und diskutiert der zentrale grund liegt darin dass die transformationale führung eine idealisierte form von führung darstellt und den glanz der charismatischen einflussnahme nutzt umso überraschender ist es dass bei einer deutschsprachigen buchrecherche zum titel transformationale führung bislang lediglich studentische studienarbeiten aufscheinen

charisma kann man erlernen es gibt sie diese ausstrahlung die menschen zu etwas ganz besonderem macht und die ihnen eine magnetische aura verleiht der sich niemand entziehen kann aber charisma ist keine naturgegebene eigenschaft über die nur ein paar auserwählte verfügen man kann es sich aneignen wie andere fähigkeiten auch und damit sein leben von grund auf verändern olivia fox cabane erläutert im detail wie man sich mit worten gesten und mimik präsentiert um seine wirkung auf andere menschen zu optimieren und nachhaltig eindruck zu hinterlassen seit vielen jahren analysiert sie methoden aus der verhaltensforschung und testet sie für ihr coaching das resultat ist ihr effektives training in dem sie unter anderem erklärt wie man im gespräch selbstsicherheit signalisiert wie man besonders intelligent und aufmerksam wirkt wie man souverän in ein konfliktbeladenes gespräch geht charisma verleiht einem menschen das gewisse etwas durch das er aus der masse heraussticht seien sie mehr als einer von vielen seien sie etwas ganz besonderes

strategische personalentwicklung ist für unternehmen heute kein fremdwort mehr die bedeutung einer gezielten qualifizierung der mitarbeiter vor dem hintergrund der unternehmensstrategie für den erfolg eines unternehmens ist vielfach unbestritten seit einigen

jahren ist die strategische personalentwicklung auch thema in den diözesen der katholischen kirche in deutschland doch passt das überhaupt zusammen strategische personalentwicklung und arbeitgeber kirche das vorliegende buch beschäftigt sich ausführlich mit dieser frage neben einer theologischen grundlegung und der suche nach einer angemessenen sprachregelung für personalentwicklungsfragen innerhalb der kirche liegt der fokus auf dem mitarbeitergespräch als zentralem steuerungsinstrument der personalentwicklung die gewonnen theoretischen erkenntnisse werden anhand von interviews mit erfahrungen von praktikern abgeglichen und handlungsempfehlungen für eine strategische personalentwicklung in der kirche gegeben

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max weber einer der begründer der modernen soziologie hat ebenfalls ökonomische historische rechts und religionswissenschaftliche werke verfasst und wird neben der soziologie in allen geistes und kulturwissenschaften breit rezipiert etliche von weber geprägte begriffe haben in den verschiedensten bereichen ein vielfältiges echo gefunden z b charisma entzauberung gesinnungs und verantwortungsethik lebensführung wertfreiheit etc diese begriffe werden im zweiten teil des handbuchs erklärt es setzt ein mit einem kapitel über leben und historischen kontext der hauptteil präsentiert alle werke webers sowie alle relevanten werkgruppen ein schlussteil diskutiert in welchen bereichen das werk webers heute noch aktuell ist arbeit lebensstil bürgerlichkeit etc für die zweite auflage wurde der band durchgesehen und aktualisiert sowie einige beiträge ergänzt z b askese demokratie freiheit geltung intellektuelle individualismus tragik und weltbild

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der kampf um die macht in westeros ist zwar blutiger als in jedem heutigen unternehmen aber genauso berechnend mit intrigen fallen

und demütigungen das buch analysiert strategien von führung leadership am beispiel der beliebten fernsehserie und verbindet serienkulturen mit managementforschung das populäre phänomen spielt in einer mittelalterlichen fantasy welt und führt uns umso überzeichneter vielfältige leadership archetypen in einem unsicheren zeitalter vor charismatische authentische maskuline und mütterliche führungspersonen werden konstruiert und wieder demontiert hände penisse und köpfe werden abgetrennt so zelebriert die serie auch die macht derjenigen die folgen oder es auch nicht tun müssen und ihre leader stets beeinflussen dr brigitte biehl biehl missal ist professorin für media and communication management an der srh berlin university of applied sciences school of popular arts ehemals srh hochschule der populären künste in berlin und leitet dort den studiengang creative industries management sowie das institut für weiterbildung iwk ihr hintergrund ist theater film und medienwissenschaft und bwl sie publiziert international über Ästhetik und management

die sozialpsychiatrie hat an faszination die sie in den 70er und 80er jahren des letzten jahrhunderts auf viele junge Ärztinnen psychologinnen sozialpädagoginnen soziologinnen und pflegekräfte ausgeübt hatte verloren doch wo ist das bewegende element dieser aufbruchphase geblieben was hat sich da verändert und warum hat sich die entwicklung so vollzogen das buch von edith borchers sucht hier nach antworten seit vielen jahren selbst in der psychiatrie tätig wurde der autorin zunehmend bewusst dass in der oft grenzwertigen arbeitsbelastung immer weniger ideen erkennbar sind die dem eigenen handeln einen sinnstiftenden rahmen geben könnten diese selbstbeobachtung führte zu den fragen ob auch andere akteure im sozialpsychiatrischen feld dies ähnlich wahrnehmen und wenn ja welche gründe aus ihrer sicht dafür verantwortlich sind auf der basis intensiver qualitativer interviews hat edith borchers solche antworten eingeholt und zu einem differenzierten bild der aktuellen sozialpsychiatrischen landschaft zusammengesetzt zudem gibt sie einen kurzen historischen überblick und präsentiert eine porträtgalerie der wichtigen persönlichkeiten der internationalen sozialpsychiatrischen reformerszene u a laing goffman ciompi dörner plog empfehlenswert für alle älteren und jüngeren anhänger des sozialpsychiatrischen projektes für psychiatriegeschichte und theorie interessierte

der vorliegende zweite band der reihe leadership und angewandte psychologie beleuchtet die struktur und kultur von modernen leadership organisationen die beiträge befassen sich mit theoretischen grundlagen und auch konkreten fallbeispielen die verdeutlichen wie die erfolgsfaktoren u a holistik wertschätzung vertrauen agilität und lernen einer leadership organisation tatsächlich auch in der praxis gelebt werden können

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dies ist kein typischer führungsratgeber denn dieses führungsbuch löst sich von den üblichen kochrezepten und modellen durch klare gedankengänge eine orientierung an großen führungsleistungen und eine psychologische und philosophische fundierung erzeugt es ein tieferes verständnis einen ganzheitlichen blick eine echte faszination für das thema führung in der arbeitswelt in der politik im leben welches sind die wirklichen mechanismen die bewirken dass ihnen menschen folgen warum sind manche führungskräfte erfolgreich und andere scheitern das buch verknüpft fundamentale einsichten nahtlos mit praktischen antworten für die wichtigsten führungsprobleme und herausforderungen jedes der 11 kapitel nimmt einen bestimmten gesichtspunkt von führung genauer unter die lupe und erklärt wie sie ihre persönlichen führungs kräfte z b charisma motivations oder durchsetzungsfähigkeit entwickeln krisen und konflikte bewältigen oder strukturen schaffen können auch fragen der ethik sowie mögliche fehlentwicklungen im zusammenhang mit führung und macht werden beleuchtet ein buch für etablierte oder angehende führungskräfte die sich konzeptionell und psychologisch breiter für diese aufgabe wappnen möchten und reflektieren wollen wie sie ihre führungspotenziale noch besser entfalten können jetzt in überarbeiteter und aktualisierter 2 auflage

faschismus ist ein generelles phänomen das jedoch nur in italien und deutschland zur vollen entfaltung kam das wird in diesem band sowohl in typologischer als auch in empirisch vergleichender perspektive dargelegt gezeigt werden soll welchen beitrag die

herrschaftssoziologie max webers zur deutung und erklärung des faschismus leisten kann schwerpunkte liegen auf dem verhältnis von vergemeinschaftung und vergesellschaftung in der bewegungsphase sowie der veralltäglichen des charisma in der regimephase die in italien zu einer stabilisierung bürokratisch zentralistischer strukturen führte in deutschland dagegen eine de institutionalisierung der staatlichen ordnung bewirkte

studienarbeit aus dem jahr 2005 im fachbereich soziologie allgemeines und theorie richtungen note 1 3 westfälische wilhelms universität münster institut für soziologie sprache deutsch abstract die vorliegende hausarbeit gliedert sich in sieben kapitel in jedem kapitel wird ein aspekt webers charismatheorie am beispiel der faschistischen herrschaft mussolinis über italien auf seine anwendbarkeit hin überprüft im ersten kapitel wird zunächst das kriterium der deutlichen personellen überstrahlung der politik durch einen charismatischen herrscher am beispiel mussolinis beschrieben eng damit verbunden ist der aspekt der sog duce fabrik der von großer bedeutung für mussolinis machtaufbau und erhalt war nach weber begünstigen krisensituationen den aufstieg charismatischer herrscher daher beschreibt das zweite kapitel die wesentlichen faktoren die zu einer krisensituation italiens nach dem 1 weltkrieg führten im dritten kapitel soll der aspekt der wirtschaftsfremdheit am beispiel mussolinis dargelegt werden der verlust des charismas durch anhaltenden misserfolg sowie die rückbesinnung eines charismatischen herrschers auf seine ehemaligen ideale behandeln die kapitel vier und fünf das sechste kapitel stellt ein fazit dar inwieweit mussolini als charismatischer herrscher im sinne max webers zu sehen ist

marco furtner beschreibt in diesem essential einen integrativen führungsansatz welcher die vorzüge verschiedener arten von führungsverhalten für unterschiedliche führungsituationen aufzeigt die jeweilige situative angemessenheit von direktivem kontrollierendem aversivem transaktionalem transformationalem und ermächtigendem führungsverhalten wird beschrieben und mit praktischen beispielen belegt zudem werden mit der passiven und laissez faire führung zwei sehr ineffektive formen von führungsverhalten dargelegt eine achtsame führungskraft ist sich ihrer selbst ihrer umwelt und der jeweiligen führungsituation bewusst sie verfügt über ein breites verhaltensspektrum welches flexibel und dynamisch an bestimmte führungsituationen angepasst werden kann

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Hurling: Ireland's Ancient and Thrilling Field Game

Hurling, often called "the fastest game on grass," is a dynamic and ancient field sport originating in Ireland. It's a team sport played with a small, wooden stick called a hurley (or camán) and a small ball called a sliotar. Combining elements of hockey, lacrosse, and basketball, hurling demands exceptional skill, speed, and athleticism. This article will delve into the intricacies of this captivating sport, exploring its history, rules, equipment, and enduring appeal.

A Glimpse into History: The Roots of Hurling

Hurling's origins are shrouded in the mists of time, with evidence suggesting its practice dating back over 3,000 years. Depictions of the game have been found on ancient Celtic artifacts, indicating a rich and long-standing tradition. Initially, it was likely a less structured game, played with readily available materials. Over the centuries, it evolved into the highly organized and codified sport we see today. Its significance within Irish culture cannot be overstated; it's deeply intertwined with national identity and community spirit, holding a position comparable to that of baseball in the United States or cricket in England. The game has survived invasions, societal changes, and periods of suppression, testament to its enduring popularity and cultural importance.

The Hurling Pitch and Gameplay

A hurling match is played on a rectangular pitch, significantly larger than a soccer field. Two teams of 15 players each compete, aiming to score points by hitting the sliotar over the crossbar (one point) or between the goalposts (three points). The game is fast-paced and intensely physical, characterized by skillful stickwork, strategic passing, and powerful shots. Players utilize the hurley to strike the sliotar, using a variety of techniques including catching, striking, and ground-scooping. Unlike many similar sports, there is extensive body contact permitted, within the rules, adding to the thrilling and often ferocious nature of the game. A key aspect of the game is the

"hooking" technique, where players attempt to dislodge the sliotar from an opponent's possession using their hurley. This is a highly skilled maneuver, requiring precision and timing. Players must demonstrate a high level of agility and dexterity to navigate the crowded field and execute these crucial actions effectively. Imagine a blend of lacrosse's stickwork and rugby's physicality – that captures the essence of a hurling match.

| The Equipment: Hurley and Sliotar

The hurley is a lightweight, wooden stick, typically made from ash, with a curved blade at one end. Its size and shape are meticulously regulated, influencing the player's technique and style. The sliotar, the small ball, is made from leather and tightly stitched, weighing approximately 110 grams. The sliotar's size and weight impact the pace and skill level of the game. The choice of hurley and the player's ability to handle both hurley and sliotar are central to a player's success. The differing woods used, and the shaping of the hurley, can significantly impact gameplay; some preferring a more powerful hit, others prioritizing agility and control.

| Key Positions and Roles

Similar to other team sports, hurling has specialized positions, each with specific responsibilities. The goalkeeper protects the goal, while forwards primarily focus on scoring. Midfielders act as the link between offense and defense, and backs are responsible for preventing the opposition from scoring. These roles require varying degrees of speed, strength, agility, and tactical awareness. For instance, a full-back needs to be strong and quick to stop an attacker, whereas a forward needs to possess excellent striking and positioning skills.

| Rules and Regulations

The rules of hurling govern fair play and ensure the integrity of the game. Specific fouls, such as tripping, striking an opponent's hurley, or using the hurley to strike an opponent illegally, result in penalties. Umpires, known as referees, strictly enforce these rules, ensuring a fair contest. The match is divided into two halves, with the winning team determined by the team with the highest score at the end of the match. The nuances of the rules encompass offsides, free-hits and penalties; all adding to the strategic depth of the game.

| The Enduring Appeal of Hurling

Hurling's enduring popularity is attributable to a multitude of factors. Its blend of skill, athleticism, and strategic depth provides a compelling spectacle for both players and spectators. The strong community ties and passionate fan base contribute to a vibrant and engaging atmosphere surrounding the sport. The high-energy gameplay, characterized by sudden bursts of action and dramatic scoring opportunities, maintains a constant level of excitement throughout the match. Its historic links with Irish culture adds another dimension to its appeal.

| Summary

Hurling is a uniquely Irish sport with a rich history and captivating gameplay. Combining speed, skill, and physicality, it demands exceptional athleticism and teamwork. From the ancient origins to its modern codified format, hurling retains its cultural significance and widespread appeal, establishing itself as a truly remarkable and captivating sporting experience.

FAQs

1. What is the difference between hurling and Gaelic football? While both are Gaelic games, hurling uses a hurley and sliotar, focusing on stickwork, whereas Gaelic football uses a round ball and involves more running and kicking. 2. How long is a hurling match? A typical hurling match consists of two 35-minute halves, with a short break in between. 3. Is hurling a contact sport? Yes, hurling is a physically demanding sport with significant body contact permitted, although there are specific rules governing tackling and contact. 4. Where can I learn more about hurling? The Gaelic Athletic Association (GAA) website is an excellent resource, along with numerous online videos and documentaries. 5. Is hurling played outside of Ireland? While primarily an Irish sport, hurling is played by diaspora communities worldwide, with growing interest and participation in several countries.

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