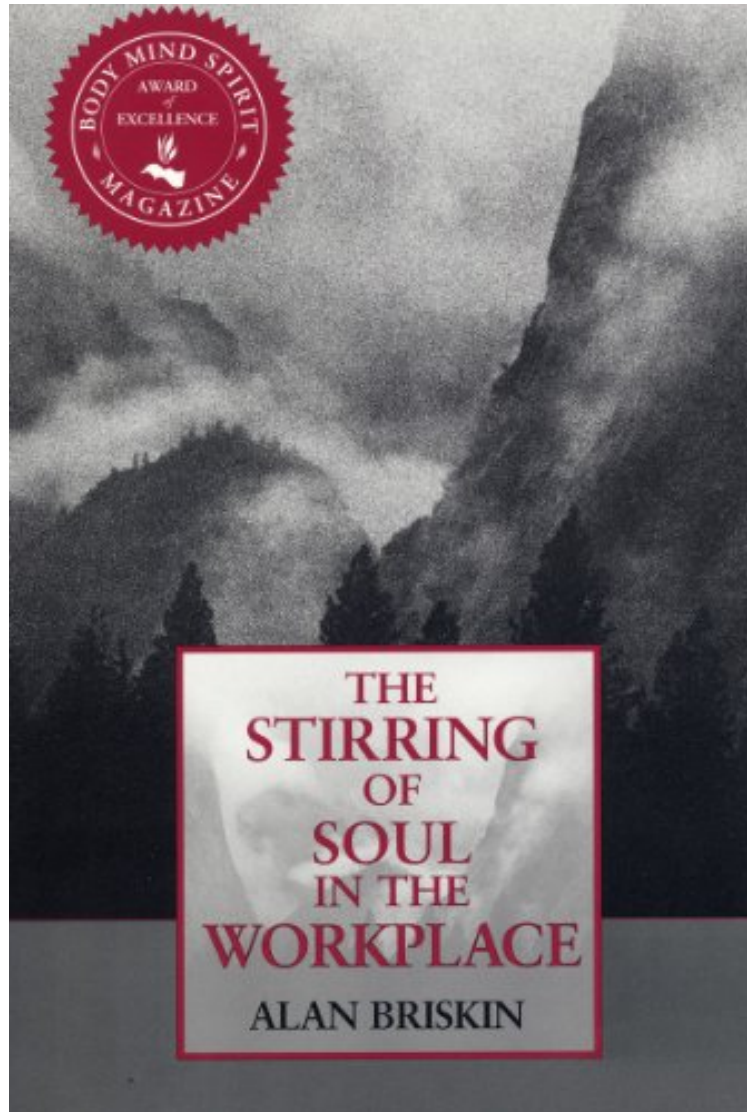


(Download) Stirring of Soul in the Workplace

Stirring of Soul in the Workplace

Alan Briskin

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Alan Briskin : Stirring of Soul in the Workplace before purchasing it in order to gage whether or not it would be worth my time, and all praised Stirring of Soul in the Workplace:

3 of 3 people found the following review helpful. Great ground work but little take homeBy MarkThe book has three main sections: Defining the concept and history of Soul; Highlighted history on our work culture; and, how we deal with Soul to make our working world better. The first section was interesting, but perhaps a little philosophical for me. He did use some nice personal story examples to make his points. By itself, the second section would score a 7-star. For this section alone, I would recommend the book. He starts his history trek in the mid 1800's with the advent of the railroad, which presents the first introduction of strict time and scheduling on our society. He continues by discussing

the industrial revolution and focusing on important figures such as Henry Ford, Andrew Carnegie, John Rockefeller, and Fredrick Taylor, the 'Father of Scientific Management'. Additionally, he discusses the works of Elton Mayo and how his finding in human resources ultimately resulted in another control factor for companies. In his final section, Briskin discusses how we as individuals and organizations can learn from our history and begin our journey towards coherence and wholeness. He believes that concerns with communication are often used to describe various barriers within organizations. He is trying to tie the book together and help us pave new ground, but his attempt is too typical and idealistic. Like many 'change' books, he focuses too much on idealistic and not enough on realistic, which renders his suggestions as weak, or even naive. I would have been happier if he left out his attempts to make this a complete book ("we can change by understanding our past") and stuck with his great historical facts and philosophical factors in defining organizational life.

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3 of 3 people found the following review helpful. A Brilliant Read

By Dean OttatiA philosopher recently wrote "the art of the future will be the work of the collective." It's clear that today's corporate structure has a long way to go before it could be called art. The typical company is not a particularly meaningful, soulful, or enduring place. Somehow there has to be a merging of the corporate need for profit with the individual need for meaning. In *The Stirring of Soul in the Workplace*, Alan Briskin takes on the often contradictory nature of these twin needs. It raises a deep and difficult set of questions. Briskin doesn't minimize them by offering quick technical fixes, but rather he offers something far more important: the insight and understanding needed to begin honestly approaching them. As a result, Briskin may have also begun the long process of elevating corporate structure to that of collective art form.

Parts of this book are as well written and as insightful as anything I've ever read. If you've spent any time in a corporate structure, you will see a reflection of your own situation in these pages. Layered on top of that reflection are insights from the fields of philosophy, literature, psychology, physics, management and the wisdom traditions of the world. All of which help us to understand, and to live with, the ambiguities we all face. This book will challenge you to ask yourself some important questions. I highly recommend it.

Dean Ottati - Author of *The Runner and the Path*

This deeply lyrical book offers perspective for those struggling to hear the quiet voice of the soul over the din of the contemporary workplace. Alan Briskin shows how the modern organization has gradually increased its demands on us—beginning with our bodies, then our minds, and now our souls. But through the moving personal stories of people fighting to reclaim their souls, he also sends a message that encourages individuals to keep their spiritual integrity and values alive.

In *The Stirring of Soul In the Workplace*, Briskin weaves together lessons from history, psychology, and management theory, with numerous real-life examples, to tell the story of how the modern workplace has evolved to value technology and productivity over soulfulness and relationship. From the Industrial Revolution's marriage of mechanization and efficiency to the management theories of the early 20th century, Briskin traces the emergence of the quest for efficiency and control in the workplace. He questions the corporate concept of "individual personality" that asks us to check our emotions, fantasies, imaginations, and souls at the door. He describes the history of the soul as a dynamic force that continues to influence our behavior, and shows how excluding it from our work life actually flattens our potential and dampens our creativity.

Rather than solve the conventional question organizations have been asking for years—how can we change people?—Alan Briskin examines how organizations can better reflect personal and human values in the workplace. For organizations that too often have sacrificed the well-being of the individual for the goals of the organization, the author suggests a more active way of taking up our work roles that can bring more of our experience and imagination into play. He points out that meaning cannot come from corporate mission statements or reengineering programs. Instead, it needs to be nurtured through dialogue and reflection, the courage to ask troubling questions, and a willingness to face the consequences of our collective and individual actions. When we learn to honor the contradictions, uncertainties, and interconnections inherent in the workplace, the energies of the soul will begin to

stir with revitalizing results.

From Library Journal An organizational consultant who is as deeply concerned about the domain of the human soul as he is about organizational development, Briskin closes the distance between the two concepts in a way that diminishes neither and augments both. Careful not to idealize the concept of soul, Briskin warns against its use as a corporate slogan to isolate excellence and the pursuit of organizational ideals. He characterizes the soul as the union of opposites within each person and suggests that when corporate goals are sought without regard for spiritual wholeness, the darker, destructive aspects of soul life come to the fore in an organization. Briskin illustrates the dimensions of the soul's influence as he analyzes the history of the power struggle in the workplace. Recommended for public and corporate libraries. Copyright 1996 Reed Business Information, Inc. From Booklist In their search for ways to make organizations work better, theorists and managers alike have begun to look outside the business world to science and nature and inward at spiritual constructs like "heart" and "soul." Briskin is a consultant who specializes in aiding other consultants in such areas as strategic planning, change management, and retreat design. Despite this seemingly traditional managerial focus, he is also concerned with the soul and its associated qualities--meaning, memory, beauty, wildness, union, etc.--and he brings to bear earlier experiences working with disturbed adolescents and correctional inmates. He considers here the "idea of the soul," looks at how past and present organizational practices have "challenged" the soul, and shows why asking and trying to answer questions about the soul should matter in the workplace. Briskin's ultimate question turns the more conventional concern, How can we change people? into How can organizations better reflect the whole human being? This reflective, contemplative book is a refreshing attempt to answer that. David Rouse "Briskin has produced a tour de force..a way of looking at ourselves, our work, and the outside world so that we do not violate our souls." mdash;Milton Moskowitz, coauthor, *The 100 Best Companies to Work for in America* "This is a splendid book, grounded in deep experience with organizations and with life. Its insights could help heal our souls, our structures, and our society." mdash;Parker J. Palmer, author of *The Active Life and To Know as We Are Known*