

Beyond Rational Management: Mastering the Paradoxes and Competing Demands of High Performance


By Robert E. Quinn


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Draws together extensive research on leadership, change, and organizational performance to help leaders make sense of the complexities and contradictions of organizational life. Explains how managers can come to see new possibilities for structuring organizations, designing jobs, and solving daily problems by learning to embrace and transcend paradoxes.

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Editorial Review

From the Inside Flap

Draws together extensive research on leadership, change, and organizational performance to help leaders make sense of the complexities and contradictions of organizational life. Explains how managers can come to see new possibilities for structuring organizations, designing jobs, and solving daily problems by learning to embrace and transcend paradoxes.

From the Back Cover

Draws together extensive research on leadership, change, and organizational performance to help leaders make sense of the complexities and contradictions of organizational life. Offering rich stories and insights from business, Quinn explains how managers can come to see new possibilities for structuring organizations, designing jobs, and solving daily problems by learning to embrace and transcend paradoxes.

About the Author

ROBERT E. QUINN is chair of the Department of Organizational Behavior and Human Resource Management at the University of Michigan School of Business. He is coauthor of *Becoming a Master Manager* (1990).

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