

The Rise Of Professionalism A Sociological Analysis

The Rise of Professionalism The Structure of Professionalism The Facade of Professionalism Work and Integrity True Professionalism America's Culture of Professionalism Professional Responsibility and Professionalism "Becoming" a Professional The Politics of Professionalism Elaborating Professionalism Ethics and Professionalism The Logic of Professionalism The Power of Professionalism Health Care Professionalism at a Glance Teaching Medical Professionalism Professionalism and Originality Professionalism The Economics of Professionalism Sources of Professionalism: a Study of High School Teachers Professionalism, the Third Logic Magali S. Larson John Brooks Cullen Tommy Dille William M. Sullivan David H. Maister D. Brown Tara Fenwick Lesley Scanlon Gary McCulloch Clive Kanes Barry Cassidy Johan Alvehus Bill Wiersma Jill Thistlethwaite Richard L. Cruess Frank Herbert Hayward Eliot Freidson Peter Thormann John L. Colombotos Eliot Freidson

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work and integrity draws on the carnegie foundation for the advancement of teaching s preparation for the professions program a comparative study of professional education in medicine nursing law engineering and the preparation of the clergy page iii

are some technically competent professionals who work hard and long hours true professionals or are they just cruisers in this deeply illuminating call to arms david maister the world s premier consultant to professional service firms vigorously challenges individuals to examine closely the meaning of their work and reach beyond their grasp the pursuit of the highest standards maister argues is the primary road to commercial success he presents a visionary reconception of professionalism that encompasses a lifelong dedication to self improvement a personal commitment to excellence and a true spirit of service to clients looking first at the individual professional maister dares those good corporate citizens who do their duty to discover what they truly love to do turning to the institution maister focuses on what he calls the instability of professional service firms today and offers advice on how to invest in skill building david maister s message is a recipe for success and for professional satisfaction making

true professionalism a worthy successor to his previous writings

america s culture of professionalism proves an emerging culture of interdependence is possible if and when enough professionals and laypersons refashion their roles and relationships having both something to contribute and something to learn from each other

responsibility and professionalism are increasingly issues of concern for professional associations employers and educators alike when bad things happen professionals are often held personally accountable for complex situations professional responsibility and professionalism advances our approaches to professional responsibility from individual centred virtue based prescriptions towards understanding and responding effectively to the multifaceted challenges encountered today by professionals working in dynamic complexity the author applies a sociomaterial examination to specific examples drawn from different professional contexts of practice she examines important implications for what professional responsibility and accountability might mean individually and collectively and what it might be becoming when demands increasingly conflict and when we accept that capacities for action are performed into existence in emergent and precarious webs of both human and non human forces the chapters explore some of the most prominent questions in professional responsibility including what does professional responsibility and accountability mean in the escalating complexities and conflicts confronting today s professionals how does professional responsibility become developed and enacted and through what social and material entanglements how should responsibility be determined in multi agency and interprofessional practice what happens when professional decisions are delegated to software algorithms and diagnostic instruments how are new governing regimes of professional work such as innovation imperatives excessive audit and logics of blame and scapegoating reconfiguring responsibility how can professionals respond simultaneously to individuals in need the obligations of their profession the demands of their employer and an anxious society a major concern addressed by each chapter and the book as a whole is educating professionals in and for responsibility specific dilemmas and strategies are offered for educators in universities workplaces and professional development contexts who seek new approaches to helping professionals learn to critically understand and practise responsibility today this book will appeal to a wide audience of education researchers and post graduate students studying professional practice professionalism and education across a wide range of disciplines health professionals professionals working in private practices such as law architecture and engineering newer professions such as social work and policing and educational professionals at all levels will find stories and strategies reflecting key issues of their practice in this detailed exploration of professional responsibility and accountability

this book is founded on the idea that becoming is the most useful defining concept for a new professional class whose members understand that development in their working lives is an open ended lifelong process of refinement and learning in a world where being a professional is an increasingly indistinct notion and where better education and technology are challenging professional norms it is imperative that we no longer think in terms of an exclusive anglo american knowledge rich class of workers exploring the implications of this insight for professions including nursing teaching social work engineering and the clergy this volume aims to encourage informed debate on what it means to be a professional in this globalised 21st century the book argues that becoming a professional is a lifelong process in which individual professional identities are constructed through formal education workplace interactions and

popular culture the book advocates the ongoingness of developing a professional self throughout one's professional life what emerges is a concept of becoming a professional different from the isolated rugged individualistic approach to traditional professional practice as represented in popular culture it is a book for the reflective professional

many commentators feared that the education reform act of 1988 sounded the death knell for teacher professionalism in Britain more than a decade later however professionalism appears to have staged a miraculous recovery David Blunkett says that it is back at the very heart of teaching but what kind of professionalism is this in whose interest is its recovery and what effects will it have and how does this development relate to changes in other countries and other professions the politics of professionalism provides authoritative answers to these questions it does so by setting the debates in their historical context and by drawing on detailed research findings on teachers' experience of work and education especially the curriculum in the current era in the process this book makes a major contribution to our understanding of the politics history and sociology of teaching and the other professions

what are the future possibilities for the standing of professional practice as it faces growingly problematic markets for services complex demands for managerial accountability and control and problematic circumstances and expectations in its ethical and self-regulative governance new sources of inspiration may be needed if professionalism is to be either a viable or desirable form for the social organisation of work in the coming years of potentially deep economic and social change set in the UK South Africa Australia and the USA the empirical studies included elaborate problematic situations of professional practice concerning issues of identity and knowledge the theoretical studies explore the notion of generic processes elaborate the plurality of notions of professional practice theorise the hybridisation witnessed in inter-professional and cross-disciplinary team work and outline new theoretical departures relating to these elaborating professionalism also raises important methodological issues relating to professionalism as ethical practice the book offers valuable resources to enrich practice and provokes thought and new ideas about professionalism

the first of its kind a case-based ethics text designed specifically for PAS

this book discusses common management and work practices in professional service organizations Alvehus opens important discussions on what it means to work manage and be managed in such professional organizations casting light on classic conflicts he takes everyday work as a starting point and adopts a critical view that focuses on challenges and struggles in both public and private settings he offers new perspectives and key insights for the future of professionalism providing a comprehensive overview of the field this book is an important guide for understanding how professionalism is maintained in today's organizations it will be essential reading for students and scholars of management and leadership

professional ideals build trust and trust is the foundation for both personal and organizational success better professionals and more of them are the antidote for much of what ails the business world today Wiersma outlines the seven key mind sets of trusted professionals offering a blueprint for both individuals and organizations interested in fostering a culture of professionalism professionalism is unique it's the ladder upon which all other organizational virtues rest that's why organizations whose members view themselves as professionals will outperform outsmart and outlast organizations that don't which translates into competitive

advantage dust jacket

health care professionalism at a glance offers accessible coverage of an increasingly important aspect of medical and health professional education this concise text includes how to identify and develop professional behaviours how they are assessed and how to challenge unprofessional behaviours health care professionalism at a glance provides a user friendly and thought provoking overview of health care professionalism introduces the main topics key definitions and explores aspects relevant to learners and novice professionals considers fundamental features of professionalism that students are expected to acquire as well as how they are taught learned and assessed includes summary boxes that highlight important points reflection points clinical cases and suggested further reading includes references relevant to different countries accrediting bodies this important new book will assist students in understanding the nature of professionalism its assessment and the implications for professional practice

this book presents ideas and guidance about human development to enhance medical education s ability to form competent and responsible physicians

eliot freidson has written the first systematic account of professionalism as a method of organizing work in ideal typical professionalism specialized workers control their own work while in the free market consumers are in command and in bureaucracy managers dominate freidson shows how each method has its own logic requiring different kinds of knowledge organization career education and ideology he also discusses how historic and national variations in state policy professional organization and forms of practice influence the strength of professionalism in appraising the embattled position of professions today freidson concludes that ideologically inspired attacks pose less danger to professionals institutional privileges than to their ethical independence to resist use of their specialized knowledge to maximize profit and efficiency without also providing its benefits to all in need this timely and original analysis will be of great interest to those in sociology political science history business studies and the various professions

this new work explores the meaning and implications of professionalism as a form of social organization eliot freidson formalizes professionalism by treating it as an ideal type grounded in the political economy he presents the concept as a third logic or a more viable alternative to consumerism and bureaucracy he asks us to imagine a world where workers with specialized knowledge and the ability to provide society with especially important services can organize and control their own work without directives from management or the influence of free markets freidson then appraises the present status of professionalism exploring how traditional and national variations in state policy and organization are influencing the power and practice of such professions as medicine and law widespread attacks by neoclassical economists and populists he contends are obscuring the social value of credentialism and monopolies the institutions that sustain professionalism in our world are simply too useful to both capital and state to dismiss

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Introduction

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