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Outdoor Management Development

By Stefan Aufschnaiter

GRIN Verlag Feb 2011, 2011. Taschenbuch. Book Condition: Neu. 223x149x23 mm. This item is printed on demand - Print on Demand Neuware - Seminar paper from the year 2010 in the subject Business economics - Personnel and Organisation, grade: 1.0, University of Innsbruck (Department of Organisation and Learning), course: Issues in Management Development, language: English, comment: A critical and well-researched analysis of the mainstream approach to Outdoor Management Development that is short and accessible, yet substantial and ingenious. A paper well worth reading for both academics and practitioners. , abstract: Outdoor Management Development is a concept, based on experiential learning theory, and combines several tasks and activities conducted in the outdoors, with the purpose of facilitating management development and improving organizational processes. The mainstream literature is primarily concerned with the effectiveness of training programmes and the quantifiable observation of performance. Thus, it is strongly biased towards positivism and functionalism. The purpose of our paper is to provide an overview of the literature, and to develop a critical perspective on the concept. We argue that Outdoor Management Development must not be seen as a neutral management tool, but is subject to specific social and political contexts. It should be seen as an...



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