



**BEYOND  
THE  
CORPORATION  
HUMANITY  
AT WORK**

**DAVID ERDAL**

# Beyond The Corporation Humanity Working

**Michael Brown**



## **Beyond The Corporation Humanity Working:**

**Beyond the Corporation** David Erdal, 2011-03-22 Beyond the Corporation is a book for our times Offering inspiration and vision in the wake of financial Armageddon it is the story of ordinary people who share the ownership of the businesses where they work The enterprises come in all sizes from companies employing just a few dozen people to large corporations John Lewis in the UK employing 70 000 partners Mondragon a highly entrepreneurial group of over 100 businesses in Spain employing more than 100 000 and many examples in the US some employing tens of thousands It would be hard to imagine a better informed more involved or more enthusiastic set of employees sharing the efforts of making their companies successful and sharing all of the rewards Unusually in the corporate world they control their own destinies a situation beyond the dreams of most working people Erdal takes a hard look at those who insist in the teeth of the evidence that shared ownership will never work a sorry tale he argues of prejudice masquerading as economic thinking The book contains detailed case studies as well as interviews with a range of people whose inspiring stories of success fly in the face of received wisdom These successes include high levels of productivity sustained rapid growth fast moving innovative responses to changing worlds high levels of investment aimed at long term prosperity and above all the sheer happiness employees experience in working together in businesses that they own together sharing the wealth that they create At a time when the orthodox corporate economy has been badly shaken Beyond the Corporation makes essential reading **Beyond the Corporation.**

**Humanity Working by David Erdal - Book Review** Benjamin Renner, 2014-04-23 Literature Review from the year 2013 in the subject Business economics Business Management Corporate Governance grade 1 3 University of St Andrews School of Management language English abstract In his most recent book Beyond the Corporation Humanity working David Erdal book author and Non Executive Director at Baxendale Ownership strongly promotes the superiority of employee ownership He gives a wide range of best practice examples across industries from various countries without neglecting the essential theoretical foundation of the concept of democratic employee ownership The book which was published in March 2011 builds an argument around the financial collapse 2008 2009 when many traditional companies failed suffered severely or at the very least were shaken Democratic Enterprise: Ethical business for the 21st century Diarmuid McDonnell, 2012 The United

Nations has declared 2012 to be the International Year of Co operatives in recognition of the impact that co operative enterprise has on more than three billion people across the globe Co operatives contribute to national and local economies in virtually every country by championing an ethical approach to business underpinned by internationally agreed values and principles Yet despite the wide ranging successes of co operatives in financial terms as well as in the development of sustainable communities the study of these democratic forms of enterprise remains surprisingly absent from the curricula of most university business schools around the world Designed primarily for undergraduate students Democratic Enterprise provides an introductory level analysis of democratic models of enterprise namely co operatives and employee owned

businesses A supplement to any course that deals with these topics it also stands alone as a template for academics who wish to incorporate material on democratic models of enterprise into courses relating to economics business studies sustainable development enterprise and organizational theory and behavior      **No More Work** James Livingston,2016-10-28 For centuries we've believed that work was where you learned discipline initiative honesty self reliance in a word character A job was also and not incidentally the source of your income if you didn't work you didn't eat or else you must be stealing from someone According to such pieties if you truly worked hard you could earn your way and maybe even make something of yourself In recent decades through everyday experience these beliefs have proven spectacularly false Here James Livingston explains why Americans still cling to work as a solution rather than a problem resulting in a witty stirring denunciation of the way we have always thought about why we labor No More Work exhorts us to imagine a new way of finding meaning character and sustenance beyond our workaday world      *The Co-operative Model in Practice: International Perspectives* ,

The Road to Co-operation Gordon Pearson,2016-02-24 This critical and informed protest against the absurdity and dishonesty of neoclassical economic theory as it has progressed through the 20th century down to the present sheds new light on the predicament faced in 2012 In The Road to Co operation Pearson highlights the dangers of using unrealistic mathematical models of human organisational and market behaviour to guide policy prescriptions He shows the damage done to real economies markets firms and people by the unwarranted trust in unregulated markets proclaimed by Friedman and colleagues promulgated by academia and adopted by the financial political corporate nexus now dominant in Anglo American jurisdictions Though real markets work better than known alternatives Pearson makes the crucial distinction between the real and the speculative financial where totally different realities apply Failure to make that distinction has transformed financial sectors from supportive of the real economy to exploitative and sometimes fraudulent Pearson provides a comparative analysis of corporate governance theory law and practice in different jurisdictions including the self destruction of post mature Anglo American governance with the more robust custom and practice in the industrial economies of Germany and Japan and emerging economies of China and India which all exercise care for their real economic strengths and provide object lessons for governance in UK and US The Road to Co operation proposes realistic changes in policy and practice in the context of sustainability which would be prerequisite to recapturing real long term economic success on a co operative and non exploitative foundation It will be invaluable for today's business faculty students and practitioners as well as the madmen in authority      **Co-operation and Co-operatives in 21st-Century Europe** Julian Manley,Anthony Webster,Olga Kuznetsova,2023-10-27 This volume explores where how and why the cooperative model is having a distinctive transformational impact in driving socio economic changes in a post pandemic 21st century world Drawing from a diverse range of examples the book sheds light on how today's cooperatives and a co operative way of organising might serve new societal demands It examines organisational structures and governance models that develop socio economic resilience in

cooperatives The book's contributors reveal how the very pursuit of cooperative values and principles challenges market fundamentalism and promotes participatory democracy This is a timely contribution to recent debates around transformative economies and an invaluable resource for scholars and activists interested in alternative ways of organising

**Constructing Marxist Ethics** ,2015-02-04 Does Marxism possess an ethical impulse Is there a moral foundation that underpins the Marxist critique of capitalism and the vision for social progress The essays collected in Constructing Marxist Ethics Critique Normativity Praxis argue that there is such an ethical grounding for Marxist theory The essays each from different vantage points construct what a Marxian ethics should look like what kind of values should be at the heart of the Marxian enterprise Contributors are Dan Albanese Paul Blackledge Bob Cannon Tony Burns Ian Fraser Ruth Groff Wadood Hamad Christoph Henning Peter Hudis Lauren Langman George E McCarthy Sean Sayers Michael J Thompson and Lawrence Wilde

**The Communal Idea in the 21st Century** ,2012-09-28 The idea of a better society as associated with the communal idea is investigated from both theoretical perspectives and through contemporary experiences around the world This idea leaves nobody indifferent Whatever the hardship that its concretization implies however once it does materialize it cannot as such avoid new challenges tensions and unexpected claims This means at varying degrees negotiations of and removals from the utopian inspiration Humans are able to create unprecedented conditions of life under most ambitious inspirations but are unable to safeguard their achievements from change alterations and contradictions In this however another aspect of the utopian realizations is that they ultimately leave room for new utopist thinking and enrolment As far indeed the utopian inspiration draws its vitality from potent civilizational codes its renewal from ashes is as unavoidable as its self betrayal through materialization Contributors included Eliezer Ben Rafael Rami Degany Amitai Etzioni Maria F Iling Albers Yiftah Goldman Ruth Kark Yossi Katz John Lehr Graham Meltzer Bill Metcalf Timothy Miller Yaacov Oved Michal Palgi Donald E Pitzer Shulamit Reinharz Lyman Tower Sargent Gyrgy Szll Menachem Topel Katherine Trebeck and Chris Warhurst

Co-operativism and Local Development in Cuba ,2018-08-13 Co operativism and Local Development in Cuba consists of a series of pathbreaking essays on the role of co operativism and the new co operatives in the democratic transformation of Cuba and the government's plan to update the model in the current context The contributors are well known specialists on Cuba co operativism and local development With a shared concern for how an increased focus on co operativism and local development can contribute to the updating of the Cuban model and the advance of socialism the contributors to the book have placed an analysis of the issues involved in the broader context of the international co operative movement and the ongoing capitalist development process in Latin America Contributors include Milford Bateman Al Campbell Grizel Don stevez Snchez Cliff DuRand Olga Fern ndez Ros Julio C Gambina Camila Pi eiro Harnecker Sonja Novkovi Dayrelis Ojeda Suris Gabriela Roffinelli Frederick S Royce Dean Sinkovi Henry Veltmeyer Marcelo Vieta

Organizational democracy, organizational participation, and employee ownership: Individual, organizational and societal

outcomes Wolfgang G. Weber, Thomas Faurholt Jønsson, Christine Unterrainer, 2023-04-05      *Whole Person Promotion, Women, and the Post-Pandemic Era: Impact and Future Outlooks* Crosby, Michelle, Faludi, Julianna, 2022-05-20 The COVID 19 pandemic both accelerated social and household inequalities and made them more visible as the spatial and social divide between work and home life was broken down Historically during times of crisis or huge systematic change women have served as shock absorbers Shock absorption of systemic change by women as well as that of our planet's natural resources is not a new phenomenon and this dynamic persisted even during state socialism however in the current institutional setups there seems to be no logical solution because of the orientation around marketization and externalization by central actors Currently during a time of great precarity in our digital revolution old institutions are still counting on women the planet and other vulnerable groups to support this transformation with no clear protection of whole personhood Whole Person Promotion Women and the Post Pandemic Era Impact and Future Outlooks provides the latest empirical research findings in the post pandemic era with the household as the central unit of analysis It improves understanding of how old institutions persist and are even reinforced during times of crisis as well as generates a discussion about to what extent there is variation in experiences how satisfied we are with these dynamics and what internal and external interactions we can attribute to the world that we envision Covering topics such as individual wellbeing platform capitalism and gender inequality this premier reference source is a dynamic resource for lawyers policymakers government officials politicians business leaders managers economists non profit organizations libraries students and faculty of higher education sociologists anthropologists researchers and academicians      Shut Down the Business School Martin Parker, 2018-05-20 Business schools are institutions which a decade after the financial crash continue to act as loudspeakers for neoliberal capitalism with all its injustices and planetary consequences In this lively and incendiary call to action Martin Parker offers a simple message shut down the business school Parker argues that business schools are cash cows for the contemporary university that have produced a generation of unreflective managers primarily interested in their own personal rewards If we see universities as institutions with responsibilities to the societies they inhabit then we must challenge the common notion that the market should be the primary determinant of the education they provide Shut Down the Business School makes a compelling case for a radical alternative in the form of a School for Organising This institution would develop and teach on different forms of organising instead of reproducing the dominant corporate model enabling individuals to discover alternative responses to the pressing issues of inequality and sustainability faced by all of us today      **Co-operatives in a Post-Growth Era** Tom Webb, Sonja Novkovic, 2014-10-09 For the past three decades neoclassical doctrine has dominated economic theory and policy The balance of power has shifted to protect private interests resulting in unprecedented damage to the environment and society with no solution in sight as more austerity and less government continues to be posited as the answer to the oncoming waves of crisis It doesn't have to be this way Featuring a remarkable roster of internationally renowned critical

thinkers Co operatives in a Post Growth Era presents a feasible alternative for a more environmentally sustainable and equitable economic system specifically the co operative business model With more than 100 million people working in co operatives and more than a billion members around the world the time has never been better for co operatives everywhere to recognise their potential to change the economic landscape An essential book for students policymakers and concerned citizens looking for a practical way to change the current stagnant economic paradigm

**The Social Psychology of Inequality** Jolanda Jetten, Kim Peters, 2019-10-31 Economic inequality has been of considerable interest to academics citizens and politicians worldwide for the past decade and while economic inequality has attracted a considerable amount of research attention it is only more recently that researchers have considered that economic inequality may have broader societal implications However while there is an increasingly clear picture of the varied ways in which economic inequality harms the fabric of society there is a relatively poor understanding of the social psychological processes that are at work in unequal societies This edited book aims to build on this emerging area of research by bringing together researchers who are at the forefront of this development and who can therefore provide timely insight to academics and practitioners who are grappling with the impact of economic inequality This book will address questions relating to perceptions of inequality mechanisms underlying effects of inequality various consequences of inequality and the factors that contribute to the maintenance of inequality The target audiences are students at advanced undergraduate or graduate level as well as scholars and professionals in the field The book fills a niche of both applied and practical relevance strongly emphasizing theory and integration of different perspectives in social psychology Given the broad interest in inequality within the social sciences the book will be accessible to sociologists and political scientists as well as social organizational and developmental psychologists The insights brought together in *The Social Psychology of Inequality* will contribute to a broader understanding of the far reaching costs of inequality for the social health of a society and its citizens This edited volume brings together cutting edge social psychological research addressing one of the most pressing issues of our times economic inequality Collectively the chapters illuminate why inequality has negative effects on individuals and societies when and for whom these negative effects are most likely to emerge and the psychological mechanisms that maintain inequality This comprehensive volume is an essential read for those interested in understanding and ameliorating inequality Brenda Major Distinguished Professor Department of Psychological and Brain Sciences University of California This invaluable volume demonstrates the indispensable and powerful contribution that social psychologists can make to our understanding of societal inequality For those outside of social psychology it provides a unique and comprehensive overview of what social psychology has to offer and for social psychologists it is exemplary in demonstrating how to make a systematic contribution to the understanding of a hotly debated real world issue Scholars and students alike and from various disciplines will gain much from reading this fascinating and inspiring social psychological journey Maykel Verkuyten Professor in Interdisciplinary Social Science

University of Utrecht The Social Psychology of Inequality offers a superb and timely social psychological analysis of the causes and consequence of increasing wealth and income gaps With its refreshingly international authorship this volume offers profound insights into the cognitive and social mechanisms that help maintain but potentially also to overcome an economy that is rigged in favor of the wealthy A new and stimulating voice illustrating science in the service of a fairer and more democratic society Anne Maass Professor of Social Psychology University of Padova This volume assembles an impressive list of leading international scholars to address a timely and important issue the causes and consequences of economic inequality The approach to the topic is social psychological but the editors and chapters make valuable connections to related literatures on socio structural influences in allied disciplines such as economics political science and sociology The Social Psychology of Inequality offers cutting edge insights into the psychological dynamics of inequality and novel synthesis of structural and individual level influences and outcomes of inequality It should attract a wide audience and will set the agenda for research on economic inequality well into the future John F Dovidio Carl Iver Hovland Professor of Psychology and Public Health Yale University

Neo-Abolitionism David Ellerman, 2021-02-17 This book argues for the abolition of the employment system in favor of workplace democracy and thus escapes the usual capitalism versus socialism binary choice by reframing the basic issue as the employment contract not private property or a market economy The author repositions the political and economic debate in the lineage of abolitionism against the owning of other people which in its modern version of neo abolitionism would also abolish the renting or hiring employing or leasing of other people The overall argument is based on three recovered theories each one of which is sufficient to yield the neo abolitionist conclusion These three rights based theories are developed throughout the book The three theories are 1 inalienable rights theory 2 the natural rights or labor theory of property and 3 democratic theory as based on a democratic constitution that only delegates governance rights versus a non democratic constitution that alienates governance rights The book therefore is a must read for everybody interested in a better understanding of the political economy workplace democracy rights based theories and the employment system

**Commoning Labour and Democracy at Work** Dario Azzellini, Marcelo Vieta, 2025-08-28 This book investigates the return of workers self management in recent decades as responses to recurring neoliberal crises In particular the book homes in on worker recuperated enterprises WREs a promising form of workers self organization whereby workers restart troubled bankrupt or shuttered companies as cooperatives or other forms of democratic workplace The book argues that WREs are prefigurative of new forms of work based on equality and sustainability Framed by the concepts of autogesti n the labour commons and prefigurative ethico political practices the book argues that WREs contribute to the construction of more directly democratic community economies Drawing on a range of contemporary case studies from numerous countries in the Global South and North as well as new theories of workers self management the book contributes a critical development political economic and class struggle Marxist perspective to the re emergent labour



question within anti systemic social movements while theorizing the transformative nature of WREs for workers work organizations and communities Bringing a class analysis back into current discourses and debates concerning democracy at work and alternatives to global capital this book will be of interest to researchers across the fields of development studies labour studies political economy sociology of development sociology of work and political science      **Management Frameworks**

Jacques Kemp, Andreas Schotter, Morgen Witzel, 2012-11-27 Today s business organizations especially large ones are complex places difficult to manage and to control Much of this complexity is self induced and too much of the management of these organizations is done on an ad hoc basis Different reporting control and management systems are used in different parts of the company and often these are incompatible making it difficult sometimes impossible for top management to know what is going on Consequently it is an arduous task for managers to make strategic plans for the business or react quickly to changes in the environment This book shows how much of this complexity can be smoothed away through the introduction of overarching management frameworks that are complete consistent and comprehensive bringing all the various parts of the organization together as a single system It provides a whole firm view of management and suggests that reputational and ethical issues are equally important to marketing operations and finance and need to be considered within the framework Management Frameworks is a practical and insightful book offering students the tools and knowledge required for viewing strategy and management holistically It will be required reading for executive education classes in strategic management and will find a ready audience with thinking managers everywhere      **Human Resource Development**

Laura L. Bierema, Jamie L. Callahan, Carole J. Elliott, Tomika W. Greer, Joshua C. Collins, 2023-10-31 Human Resource Development Critical Perspectives and Practices is a landmark textbook on HRD scholarship and practice and is a significant departure from the standard HRD texts available Based on Bierema and Callahan s framework for critical human resource development this book develops an understanding of HRD that addresses both key and contested issues of practice associated with relating learning changing and organizing for organizations This book covers the basic tenets of HRD interrogates the dominant paradigms and practices of the field teaches readers how to critically assess HRD practices and outcomes and provides critical alternatives The text also addresses HRD as a contested field and the importance for HRD professionals to reflect on their values maintain their sanity and retain their employment while attempting to do this difficult work that serves multiple stakeholders The text weaves in Points to Ponder Case in Point and Tips Tools features and exercises giving readers an insight into HRD issues across the globe This critical text offers an exciting alternative to the instrumentalist managerialist and masculine perspective of other books Designed for students and practitioners this textbook will be essential reading for upper level courses on human resource development human resource management and adult education      **Corporate Power and Responsible Capitalism?** Bryn Jones, 2015-05-29 In this important book Bryn Jones uses insights from political economy historical analysis and sociological concepts of the corporation as a socially

disembedded but political actor to address concerns over the over reach of Anglo Saxon corporation

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## **Beyond The Corporation Humanity Working Introduction**

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