



INVISIBLE MANAGEMENT

The Social Construction of Leadership

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Invisible Management presents eleven empirical investigations into managerial leadership based on a social constructionism frame of reference. The theoretical conclusions from these disclose a range of previously concealed aspects of management and leadership, which will inspire the practitioner and challenge the theoretician.

Invisible Management follows the theme that managerial leadership is an interactional phenomenon, that managers are regarded as one of several important constructors and practitioners of organisational leadership, rather than exclusive helmsmen. The novel approach of **Invisible Management**, of viewing managerial leadership as a relational, on-going process of social construction, revises the agenda for the discourse on management and leadership as currently conducted among academics and practitioners.

Invisible Management introduces three ingredients that have not hitherto been widely recognised in existing research. These are, small talk, 'invisible' or unrecognised arenas and institutional dynamics. These three themes have been brought together here in a deliberate attempt to rethink and reformulate both strategic management and (managerial) leadership theory.

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