

Territorial games: understanding and ending turf wars at work

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Abstrak

"Power, position, property. That's been the name of the game throughout human history. And the urge to gain new territory -- or keep what's already been acquired -- certainly shows up in our daily work lives. The workplace, in fact, is ablaze with battles over information, relationships, and authority -- and everyone is fighting for psychological survival. These turf wars are some of the most productivity- and morale-squashing activities that employees engage in. Territorial Games analyzes 10 of these insidious and instinctual acts of gamesmanship -- such as camouflage...occupation...shunning...intimidation -- and it supplies positive strategies for combating territorial behavior. Written from the perspective of a behavioral scientist and drawn from in-depth interviews with corporate managers, the book explains how to: * understand the roots of territoriality * recognize the signs and symptoms of territorial games * focus on organizational goals rather than individual turf wars * promote teamwork throughout an organization * apply counterstrategies to change destructive behavior."