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What Liberated Companies Can Teach us About Practising Courage in Organisations: A Multi-Level Analysis

This article explores managerial courage in liberated companies, investigating its manifestations and the influence of distributed managerial roles. Inductive analysis of organizational contexts reveals three levels of managerial courage: individual (being authentic, expressing convictions and emotions, taking on responsibilities), collective (reflexivity, paced decision-making, emotional consideration), and organizational (facilitating structures and processes). These findings contribute to understanding liberated companies, showcasing a modern form of courage and providing an analytical framework for assessing organizational "liberation". The study emphasizes the interplay between individual and collective courage, while practical implications highlight the importance of authenticity and organizational processes in fostering courageous behaviors.

Keywords: Liberated company, managerial courage, virtue, responsible management

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❖ 12h30 – Salle 103 / Comodal

❖ Participer à la réunion Zoom

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