This chapter discusses the importance of formally defined groups in IT management. System administration is more than just the work of individuals—it requires groups to work closely together and with other groups to effectively manage complex systems. It includes the story of Henry and Ryan from the operations and architecture groups in a managed storage service organization, and the story of Amy, a transition manager for a new service-delivery offering. These examine how the groups were organized internally and how their practices made for effective interaction with other groups and clients. They also show the importance of organizational bridges, people who translate and transform information between groups.

Prediction: A Construal-Level Theory Perspective
Nira Liberman, Yaacov Trope, and SoYon Rim

This chapter argues that abstraction has evolved in the service of prediction. Construal-level theory (CLT) is used to examine how people bridge the past and the future by means of abstraction, or, in other words, how people make predictions by using abstract mental construals. In the framework of CLT, prediction, or bridging over time, is akin to mentally bridging over other psychological distances: understanding another person's perspective (bridging over social distance), constructing
alternate worlds (bridging over hypotheticality), or understanding other places and taking a different spatial perspective (mentally bridging over spatial distance). The chapter first introduces CLT and then describes relevant research on prediction, also pointing, along the way, to open questions for further research. Finally, it examines the commonalities among predictions over different types of distance.

Capital, Alienation, or Challenge? What Matters for Pathways to College
Catherine R. Cooper, Robert G. Cooper, Margarita Azmitia, Gabriela Chavira, and Yvette Gullatt
in Bridging Multiple Worlds: Cultures, Identities, and Pathways to College
Published in print: 2011 Published Online: May 2011
DOI: 10.1093/acprof:oso/9780195080209.003.0004
Item type: chapter

The previous chapter examined how adolescents’ growing maturity, including their college-going identities, can be motivated by a sense of agency and connectedness in the service of their own dreams and those of their families. This chapter considers the second question: what factors lead youth along academic pathways towards or away from college and college-based careers? This chapter examines these pathways and the experiences that shape their access to them. The chapter focuses on a longitudinal study of African American and Latino youth in university pre-college bridging programs, as well as related work with working-class European American youth, among other samples. Findings are aligned with social capital, alienation, and challenge models.

Retirement and Drug Abuse/Misuse
Peter A. Bamberger, Samuel B. Bacharach, Kathleen A. Briggs, and Meira Ben-Gad
in Retirement and the Hidden Epidemic: The Complex Link Between Aging, Work Disengagement, and Substance Misuse and What To Do About It
Published in print: 2014 Published Online: June 2014
DOI: 10.1093/acprof:oso/9780199374120.003.0006
Item type: chapter

This chapter discusses other forms of substance abuse (i.e., illicit drugs and prescription medications) in late life, in general, and in relation to retirement, in particular. Drawing from the results of the authors’ own
10-year study as well as from other studies, the chapter seeks to answer such questions as the following: How widespread is drug abuse/misuse in the older population, and what are the consequences of such behavior for individuals, their families, and society? What individual characteristics and demographic factors (e.g., age) might influence the use of illicit drugs or misuse of prescription drugs in late life? And can factors related to retirement (bridge employment, age at retirement) be identified as affecting individuals’ vulnerability to abusing substances other than alcohol?

Helping the Troubled Retiree
Peter A. Bamberger, Samuel B. Bacharach, Kathleen A. Briggs, and Meira Ben-Gad

in Retirement and the Hidden Epidemic: The Complex Link Between Aging, Work Disengagement, and Substance Misuse and What To Do About It

Published in print: 2014 Published Online: June 2014
DOI: 10.1093/acprof:oso/9780199374120.003.0007
Item type: chapter

Drawing from insights gleaned in earlier chapters regarding the relationship between retirement and substance misuse, this chapter explores interventions aimed at preventing or treating such problems in older adults. More specifically, the chapter describes and reviews the evidence regarding the efficacy of three main psychosocial interventions for older adult substance misuse, namely, screening and brief interventions in the primary care setting, cognitive behavioral therapy, and group therapy programs such as Alcoholics Anonymous. After conducting a similar review and analysis of pharmaceutical therapies, the chapter explores the challenges and efficacy of applying workplace assistance models to prevent and treat substance misuse among older workers and retirees. The chapter concludes with a discussion of the implications for human resource management in contemporary organizations and, in particular, those employing so-called bridge retirees.

Introduction
Hubert J. M Hermans

in Society in the Self: A Theory of Identity in Democracy

Published in print: 2018 Published Online: April 2018
DOI: 10.1093/oso/9780190687793.003.0001
Item type: chapter
The introduction presents the two-fold purpose of this book: (a) to demonstrate that the self is not determined by society as an outside cause but shaping society in its own self-organization and (b) to investigate the extent to which the self is democratically organized. The presented positioning theory provides an alternative to both Antony Greenwald’s totalitarian ego and Marvin Minsky’s depiction of the self as a bureaucratic organization. As an analogy to Amartya’s conception of democracy as a societal learning process, the democratic self is described as an internal learning process in which parts of the self (so-called I-positions) are continuously organized and reorganized in fields of tension between dialogue and social power. The presented theory is characterized as a “bridging theory” that explores the links between theories from different disciplines with the intention to develop a theory of a self that is continuously involved in processes of positioning, counter-positioning, and repositioning. The content of the 8 chapters of the book are summarized.

Prevention and Treatment

Susan Stefan

in Rational Suicide, Irrational Laws: Examining Current Approaches to Suicide in Policy and Law


This chapter examines successful suicide prevention, including barriers to access, environmental alterations, gun control, and evidence-based approaches such as dialectical behavior therapy (DBT), cognitive behavioral therapy (CBT), and Collaborative Assessment and Management of Suicidality (CAMS), and peer respite and peer support groups for people who are contemplating suicide. The importance of linking traumatic experiences to later suicidality is underscored.