



The Philosophical Foundations of Management Thought

Jean-Etienne Joullié, Robert Spillane

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This book proposes a review of important Western philosophies and their significance for managers, management academics, and management consultants. Management theories taught in management schools that managers and consultants are supposed to apply are built upon different perspectives of the world, man, and society that are important not so much for what they lead to, but for what they assume. Although rarely made explicit, these assumptions cannot be reconciled and are at the source of many incompatibilities that management academia has been busy ignoring or obfuscating. The ability to evaluate critically these perspectives is essential to managers if they are to make sense of what experts profess, however. Moreover, since management is primarily an exercise in communication, managing is impossible in the darkness of an imprecise language, in the absence of moral references or in the senseless outline of a world without intellectual bases. Managing is an applied philosophical activity; any attempt at repairing management academia and the practices it has produced must accept this conclusion as its premise.

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