



# Trust in a Complex World: Enriching Community

By Charles Heckscher

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## Trust in a Complex World: Enriching Community By Charles Heckscher

Can we rebuild trust in a time of increasing conflict and paralysis? Or rather, can we build trust, for the first time, wide and strong enough to bring us together to work on the complex problems of our age?

Relations of trust have been weakened over the past century by a historic expansion of communication and cross-cultural interaction, and the advance of complex, fluid relationships. Now the rapid rise of the internet has accelerated the disruption. Many long for the comfort and security of relations in which one knew whom to trust and what to expect; yet at the same time they may embrace the dynamism and creativity that comes from mixing of cultures and perspectives.

This book explores current conflicts and confusions of relations and identities, using both general theory and specific cases. It argues that we are at a catalyzing moment in a long transition from a community in which the prime rule was tolerance, to one with a commitment to understanding; from one where it was considered wrong to argue about cultural differences, to one where such arguments are essential.

The development of this rich community is essential as well as difficult. Complex societies produce complex challenges, from climate change to inequality to the risk-laden opportunities of bioengineering, that demand collaboration among people with widely varying views. Such brewing crises cannot be worked through without far more deliberate discussion and cooperation, and higher levels of trust, than we have today. This book explores many challenges ahead and suggests some practical directions for resolving them.

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## **Trust in a Complex World: Enriching Community** By Charles Heckscher Bibliography

- Rank: #2596415 in Books
- Published on: 2015-12-29
- Original language: English
- Number of items: 1
- Dimensions: 6.50" h x 1.10" w x 9.30" l, .0 pounds
- Binding: Hardcover
- 320 pages

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### Editorial Review

#### Review

"A compelling work of social theory that illuminates the promise of an emerging 21st century institutional form: the "rich community" built on diversity and differentiated identities joined by collaboration and mutual adjustment. Professor Heckscher documents its rise and the fumbles and controversies along the way, arguing that the shared sensibility of this kind of loosely-bounded, fluid, Internet-enabled community is necessary to solve major world problems such as climate change, global conflict, or racial tensions. The book harks back to Weber in its emphasis on patterns of meaning, yet is highly relevant to the big questions of our time"

-- Rosabeth Moss Kanter, Harvard Business School

"At a moment in which social scientists seem to be shying away from the big questions that animated classical social theory, *Trust in a Complex World* takes on the most significant problems of our time and addresses them in a fresh and compelling way. Building upon a deep foundation of social theory, knowledge of the social-science literature, and just plain erudition, the author argues convincingly that both traditional and communitarian forms of community are unequal to the challenges contemporary societies face, and (with appropriate caution and reflexivity) proposes as third model of community, better adapted to current conditions and inchoate in several contemporary institutions, that offers a potential solution. In both diagnosis and prescription, this is a book with which every social scientist - indeed, every educated citizen - will find it profitable to read and engage."

-- Paul DiMaggio, Princeton University

"Our world seems to grow ever more fragmented, even as technology allows us to connect with others around the world on a daily basis. [Those on the political right and left both advocate for greater community, although they often mean different things.] Charles Heckscher's *Trust in a Complex World* lays out how we can build the trust we need to solve the big problems we face as a species. He advocates for a "rich community" that allows people to collaborate across the boundaries that traditionally separated us. [It is a hopeful book for an anxious age.]"

-- Gerald F. Davis, Wilbur K. Pierpont Professor of Management, The University of Michigan

#### About the Author

Charles Heckscher, *Professor, Rutgers University School of Management and Labor Relations*

**Charles Heckscher** is a Professor at Rutgers University and co-Director of the Center for the Study of

Collaboration in Work and Society. His research has focused on organization change and the changing nature of employee representation. He has also worked in many industries as a practitioner and consultant on processes of organizational development. Before coming to Rutgers he worked for the Communications Workers' Union and taught Human Resources Management at the Harvard Business School. His books include *The New Unionism*, *White-Collar Blues*, *Agents of Change*, and *The Collaborative Enterprise*.

## **Users Review**

### **From reader reviews:**

#### **Wayne Sutphin:**

This Trust in a Complex World: Enriching Community book is not ordinary book, you have after that it the world is in your hands. The benefit you obtain by reading this book is definitely information inside this book incredible fresh, you will get facts which is getting deeper you actually read a lot of information you will get. This particular Trust in a Complex World: Enriching Community without we realize teach the one who reading through it become critical in thinking and analyzing. Don't end up being worry Trust in a Complex World: Enriching Community can bring whenever you are and not make your case space or bookshelves' grow to be full because you can have it in the lovely laptop even cellphone. This Trust in a Complex World: Enriching Community having fine arrangement in word along with layout, so you will not feel uninterested in reading.

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#### **Glenn Bail:**

This Trust in a Complex World: Enriching Community is great book for you because the content which is full of information for you who have always deal with world and also have to make decision every minute. This book reveal it info accurately using great arrange word or we can declare no rambling sentences inside it. So if you are read it hurriedly you can have whole info in it. Doesn't mean it only will give you straight forward sentences but tough core information with wonderful delivering sentences. Having Trust in a Complex World: Enriching Community in your hand like keeping the world in your arm, info in it is not ridiculous just one. We can say that no publication that offer you world in ten or fifteen second right but this e-book already do that. So , this can be good reading book. Hey there Mr. and Mrs. occupied do you still doubt that will?

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