



San Francisco

The Institute for Management Studies, 201 West Liberty Street, Suite 100, Reno NV 89501

SUBJECT	SUCCEEDING IN A DYNAMIC WORLD: BECOMING A SUPER-FLEXIBLE ORGANIZATION		
FACULTY	DR. HOMA BAHRAMI		
LOCATION	Network Meeting Center at Techmart 5201 Great America Pkwy, Ste #122, Santa Clara, (408) 562-6111	DATE	Tuesday, May 25, 2010
		REGISTRATION	8:30 AM
		SESSION	9:00 AM - 4:00 PM

Please Note: This session will be held in Santa Clara.

TIME TOPICS

25%	Why adapt? Revision triggers in a dynamic world
25%	(a) Best and worst examples of organizational adaptation (b) The old and the new: New organizational models and approaches
25%	Team workshop Applying the lessons to your own organization: Discussion and reflection
25%	A practical toolkit for dynamic adaptation Action steps and recipes for success

SEMINAR DESCRIPTION

Today, we live in a dynamic and inter-connected world. A multitude of "revision triggers" make it necessary to anticipate, prepare for, and continuously adapt to new realities. The key to dynamic adaptation, we argue, is to become "super-flexible". Super-flexibility is defined as the ability to engage in a continuous balancing act. On the one hand, we need to withstand turbulence and create stable anchors; on the other hand, we have to transform and adapt to new realities. Our leadership "toolkit" should help us diagnose on the fly, and take rapid actions as new developments unfold. This session is about how business leaders can harness uncertainty and make their teams and organizations "super-flexible". Based on 25 years of field research, advisory work, and professional experience in Silicon Valley's innovative ecosystem, Dr. Bahrami will present a cross-functional, general management toolkit for organizing, leading, and ultimately re-inventing knowledge enterprises for a dynamic world.

FOR RESERVATIONS

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FACULTY



DR. HOMA BAHRAMI is an international educator, author and advisor, specializing in knowledge workers and knowledge-based companies. She is a Senior Lecturer at the Haas School of Business, University of California, Berkeley, and an advisor to boards and senior executive teams on re-organizations and governance challenges. Dr. Bahrami is the co-author (with Harold Leavitt) of a leading textbook in organizational behavior entitled "Managerial Psychology: Managing Behavior in Organizations", published by the University of Chicago Press, and translated into many languages. Her new book *Super-Flexibility for Knowledge Enterprises* (co-authored with Stuart Evans, published by Springer in September 2004) is about strategic, organizational and leadership practices for becoming super-flexible in today's turbulent environment. Dr. Bahrami is active in executive coaching and executive development and serves on several advisory boards in Silicon Valley and Europe.

GUIDE TO PARTICIPANT SELECTION

SENIOR EXECUTIVE
(Pres, Exec & Sr. VP)
EXECUTIVE
(VP & General Mgr)
SENIOR MANAGER
(Div. & Reg. Mgrs)
MIDDLE MANAGER
& SUPERINTENDENTS

1	2	1	1	2	1	2	1	3	2	2	2	2
1	2	1	1	1	1	1	1	3	1	1	1	1
1	2	1	1	2	2	1	1	3	1	1	1	1
3	3	3	3	3	3	3	3	3	3	3	3	3
Admin	Distrib	Engr	Finc	H.R.	Legal	Mktng	IT	Ops	Plng	Pchsg	R&D	Sales

APPLICABILITY

"1" indicates primary target audience
 "2" indicates a good fit if the level of material is appropriate
 "3" indicates (in the opinion of the Institute and faculty) limited applicability.

FOCUS

PRIMARY

LEADERSHIP DEVELOPMENT:
 Adaptability, Communication, Creativeness, Interpersonal Relations, Judgment, Motivation

SECONDARY

EXECUTING/CONTROLLING/EVALUATING:
 Decision Making, Use of Authority, Delegation, Direction, Coordination, Guidance

TERTIARY

PLANNING/ORGANIZING:
 Problem Identification, Analysis, Evaluating Alternative Solutions

LEVEL

Introductory Intermediate Advanced