

LEADING CHANGE IN COMPLEX ORGANIZATIONS



WHEN

TBD

PRICE

\$9,500

excluding accommodations

WHERE

Cambridge, MA

EXECUTIVE CERTIFICATE TRACK

Management and Leadership

This highly interactive program invites executives to learn how to harness the leadership skills, political resources, and cultural understandings needed to guide successful organizational change. *Leading Change in Complex Organizations* presents innovative perspectives on organizational challenges, offering you proven tools and frameworks to address them. The issues examined range from digitization to dynamic work design to workplace meritocracy. They apply across sectors, industries, regions, and technical domains. The course utilizes a unique analytical framework to address the organizational change process from three perspectives: strategic, political, and cultural. Each of these lenses provides critical insights and tools that can help you to avoid the pitfalls associated with managing change. During the program, you will learn frameworks that are grounded in research and demonstrated through classroom conversations, exercises, group work, case studies, and a software-based business simulation.

Please visit our website for the most current information.

executive.mit.edu/lcco

MIT
MANAGEMENT
EXECUTIVE EDUCATION

FACULTY*



Joost
Bonsen



Sheila
Dodge



Roberto
Fernandez



Elsbeth
Johnson



Jeanne
Ross



John Van
Maanen

**Please note, faculty may be subject to change.*

TAKEAWAYS

In this program, you will acquire an understanding of:

- Forces that are transforming traditional management goals and practices
- Practical tools and techniques for galvanizing the organization around change
- Innovative incentives that organizations can offer to attract, retain, and manage employees who do not respond to familiar workplace rewards or aspire to traditional careers
- Diagnosing organizational cultures and the role they play in change projects
- Frameworks for making strategic business decisions in light of digitization and data analytics
- Principles and methods of dynamic work design
- Critical success factors for implementing technological change in environments where failure rates are commonplace and few technologies seem to be implemented smoothly
- And, in general, why great ideas don't get implemented—and how to overcome the many barriers to change.

WHO SHOULD ATTEND

- General managers and senior functional managers who coordinate diverse groups and groups of diverse individuals
- Staff executives who manage training and education
- COOs, executive vice presidents of operations, managers of human resources
- Directors of organizational development and corporate strategy

Companies are encouraged to sponsor cross-functional team participation.

Everything has been outstanding: Program, organization, professors, classmates, MIT tour, breaks, working groups ... It has been a great investment from a professional and personal point of view. The simulation on the last day closed a perfect week.

OVERALL RATING | ★ ★ ★ ★ ★

– Edgardo R

CONTACT INFORMATION

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