

Organization Management

Overview	<p>The CICOM-GLP Organization Management course is designed for people who want to improve their understanding of performance management, how to work more effectively in teams and practices for dealing with the constant change of organizational life. It will also help you develop your ability to communicate about these practices in the workplace. This course is appropriate for anyone who wants to learn more about effective organizational and people management techniques and current topics in the field. By the end of the course you will have much clearer understanding of how organization management impacts your work, how these practices can be applied to improve your work, and how to communicate your new knowledge effectively.</p>
Topics	<ul style="list-style-type: none"> •Overview of Organization Management Practices •Organization Management & Development •People and Organizations : Diversity Management •Organizational Design •Organizational Policy & Management Styles •Management & Compensation Systems •Talent Management •Teamwork •Managing Across Cultures <p><i>Cases: Diversity as Strategy, Procter & Gamble Organization 2005, Management by Whose Objectives, Revising the Reward System at a Retail Organization, Citibank: Performance Evaluation, When the Dream Team Becomes Nightmare, Global Talent Management at Novartis, etc</i></p>
In-Class	<p>This course is based on case stories and the application of theory to real work situations. Highly interactive, students will be expected to actively participate and develop their communication skills in discussions and role plays.</p>
Pre-Class	<p>2-3 hours per week preparation will be the norm. This time will be spent in reading and case preparation. Actual preparation time will vary from week to week.</p>

Week1	Overview of Organization Management Practices
Week2	Organization Management & Development
Week3	People & Organizations: Diversity Management Case: <i>"Diversity as Strategy"</i> Discussions & simulations
Week4	Organizational Design Case: <i>"Procter & Gamble Organization 2005"</i> Handouts on Organizational Design Discussions & simulations
Week5	Organizational Policy & Management: Theory X & Y / MBO HBR Article: <i>"Management by Whose Objectives?"</i> Selected short readings / Theory X & Y Worksheet Discussions & simulations
Week6	Organizational Policy & Performance: Rewards & Compensation Case: Revising the Reward System at a Retail Organization Discussions / Role play: Introducing Flex-time
Week7	Talent Management: Performance & Appraisal Case: <i>"Citibank: Performance Evaluation"</i> Discussions / Role play: Interviewing / Performance Appraisal
Week8	Teamwork Selected readings on Team Life Cycle & Action Logics Case: When the Dream Team Becomes a Nightmare Discussions / Team building exercises / Role Play: Team Meeting
Week9	Managing Across Cultures Selected readings on working & managing across cultures Case: <i>"Global Talent Management at Novartis"</i> Discussion / Review of Previous Sessions' Learning
Week10	Final Presentations of student selected topics / Performance Evaluation