

Dates

June 6 - 11, 2010

Application Deadline

April 26, 2010

Tuition

\$9,200 USD

Price subject to change

Tuition includes accommodations, meals, and materials.

MANAGING TEAMS FOR INNOVATION AND SUCCESS

Managing or participating in a team-based work environment can be either exhilarating or exasperating. Given the potential benefits and pitfalls of using teams: when should you use them, how do you choose team members who will accomplish a goal in the most effective manner, and how do you manage them to deliver successful results?

This program enables you to manage team dynamics in a manner that establishes a productive work environment, delivers high performance, and fosters creative ideas.

KEY TAKEAWAYS

- Strategies for building high-performing teams and eliminating obstacles to effective teamwork
- Tools to define and communicate manager and team member roles
- Methodologies to manage the complexities of group dynamics, including decision making, power, and conflict

CONTENT OVERVIEW

Teams have a vast capacity to drive an organization beyond its boundaries. When managed well, teams stimulate creativity and innovation, make an organization more adaptive to market forces, and tap into a firm's intellectual resources to drive breakthrough results.

Managing Teams for Innovation and Success approaches team building at the strategic level. Participants evaluate not only the structure and management of high-performance teams but also whether it is appropriate to use teams or individuals to most effectively accomplish a given goal. Participants also explore team dynamics from the perspectives of both team leaders and team members to build a deeper understanding of the implications of management decisions.

HIGHLIGHTED SESSIONS

Field Study: IDEO in Action

Participants spend half a day at IDEO, the world-famous innovation consultancy that designed the first production computer mouse, to observe cutting-edge innovation processes in action and to take part in group-based exercises.

Performance in the Team Environment: The Murder Mystery Exercise

Participants take part in a live simulation that challenges their strategic abilities to leverage teamwork and information sharing to accomplish a stated goal. Videotape of the simulation is then analyzed to illustrate both the constructive and destructive decisions made by participants.

WHO SHOULD ATTEND

The program is appropriate for executives who are responsible for the performance of teams, task forces, or autonomous work groups. Along with their executive leader, up to six team members are encouraged to apply. However, team participation is not required. The program is appropriate for organizations of any size and industry.



SAMPLE DAILY SCHEDULE

- ① **Breakfast**
Full breakfast at Schwab Residential Center
- ② **Morning Session I**
When Genius Fails: Organizational and Team Structure
- ③ **Morning Session II**
Implementing Change in Team Situations
- ④ **Morning Session III**
Managing Group Performance: The Pioneer Savings and Loan Business Case
- ⑤ **Lunch**
Buffet lunch with optional patio dining
- ⑥ **Afternoon Session I**
The Power of Social Networks
- ⑦ **Afternoon Session II**
Weird Ideas That Work
- ⑧ **Late Afternoon**
Personal study and reflection
- ⑨ **Dinner**
Cocktail reception followed by a served dinner
- ⑩ **Evening**
Assembling the Right Team: Video Analysis

www.gsb.stanford.edu/exed/mtis



STANFORD
GRADUATE SCHOOL OF BUSINESS

“ The program provided an excellent combination of instruction based on theory and hands-on exercises. The group study sessions are great for meeting and interacting with other class participants. ”

* DR. ERIC CHANG / DIRECTOR OF INCUBATION / MICROSOFT CORPORATION

“ Managing Teams for Innovation and Success is critical for any manager who aims to steward team growth, vitality, and change. ”

* MARY ACKERLY / SENIOR VICE PRESIDENT / EDELMAN PUBLIC RELATIONS WORLDWIDE

FACULTY DIRECTOR



Margaret A. Neale, the John G. McCoy–Banc One Corporation Professor of Organizations and Dispute Resolution, and Graduate School of Business Trust Faculty Fellow for 2009–2010, is known worldwide for her research into distributed team and learning environments. Her research interests include decision making, distributed collaboration, team-based learning, negotiation, and team performance. She is coauthor of *Negotiating Rationally* (Free Press, 1992).

OTHER PROGRAM FACULTY

Francis J. Flynn

*Associate Professor of Organizational Behavior,
Stanford Graduate School of Business; Director of the
Center for Leadership Development and Research*

Brian S. Lowery

*Associate Professor of Organizational Behavior,
Stanford Graduate School of Business*

Gregory B. Northcraft

*Professor of Business Administration and Harry J. Gray
Professor of Executive Leadership, University of Illinois
at Urbana-Champaign*

Robert I. Sutton

*Professor of Organizational Behavior (by courtesy),
Stanford Graduate School of Business; Professor
of Management Science and Engineering, Stanford
School of Engineering*

Larissa Z. Tiedens

*Jonathan B. Lovelace Professor of Organizational
Behavior, Stanford Graduate School of Business*



TYPICAL PARTICIPANT MIX

Industry

28% Computers, Technology
16% Financial Services, Insurance
13% Consumer Products
9% Communications
9% Health Care, Medicine
5% Education, Arts, Social Services
5% Real Estate, Construction
15% Other

Geographic Origin

57% North America
14% Europe
10% Asia Pacific
9% Central, South America
5% Africa, Middle East
5% Australia, New Zealand

Job Function

45% General Management
17% R&D, Product Development
10% IT, Operations
9% Finance, Accounting, Legal
5% Manufacturing, Supply Chain
5% Marketing, Sales
9% Other