



## Organizational Dynamics

DECEMBER 14, 2011 ~ NEWSLETTER

From Larry Starr ~ [lstarr@sas.upenn.edu](mailto:lstarr@sas.upenn.edu)

### DYNAMICS SPRING 2012 COURSES

We are in the last week of Late Registration for spring 2012 courses which means you may receive second or third choices (first choice were open to students who registered during Open Registration). As of today we have 235 registrations. We expect another 50 + seats from the "just-in-time decision makers" so we will continue to accept late registrations **until 12 noon on Wednesday December 21**. Note that DYNM is closed for the holiday break on **December 22** and spring classes begin **Wednesday January 11, 2012**.

### DYNAMICS FACULTY RECESSION LESSON

Professor Walter Licht (who teaches DYNM 613: Is Bigger Inevitable, Better, or Worse in Organizations?) is featured in Penn's magazine, SAS Frontiers.

Here is part of the story:

As a historian and labor market expert who has written several books on industrialization and labor in 19th and 20th century America, Licht's work provides an alternate framework for understanding the present economic woes. "Americans like to think of their economy as ever onward and upward. But we experience amnesia when thinking about the past," Licht says, noting that in U.S. economic history, periods of crisis are as common as periods of prosperity.

Here is the complete story: <http://www.sas.upenn.edu/home/SASFrontiers/recession-lesson.html>

Here is the whole issue: <http://www.sas.upenn.edu/home/SASFrontiers/>

Here is a link to DYNM 613 offered in spring 2012:

<http://www.organizationaldynamics.upenn.edu/dynm-613-12a>

## **DYNAMICS THINKING BOOK**

Hi Larry,

Would you be willing to make your newsletter recipients aware of my new book, [The Decision Loom](#)? I am asking for two reasons. First, Dr. John Pourdehnad wrote the Foreword to the book, which makes it special to me. Also important is that Russ Ackoff's system thinking is embedded throughout. In the Introduction, I highlight the letter that Peter Drucker sent to Russ on his 80th Birthday...as you know...that was one of the letters that Russ really appreciated and that you posted on the wall in the Ackoff Library in your department. Sincerely, Vince Barabba.

Note: Vince Barabba twice served as director of the U. S. Census Bureau and is the only person to have been appointed to that position by presidents of different political parties. He was also General Manager of Corporate Strategy and Knowledge Development at General Motors, where he and his team conceived and devised OnStar and MyProductAdvisor using thinking and methods established by Ackoff.

Here is a link to a review: <http://bakerstreetpublishing.com/2011/12/11/barabba-tells-all-in-new-book/>

Here is a link to the book: [http://www.amazon.com/Decision-Loom-Interactive-Decision-Making-Organizations/dp/1908009446/ref=sr\\_1\\_1?s=books&ie=UTF8&qid=1322866368&sr=1-1](http://www.amazon.com/Decision-Loom-Interactive-Decision-Making-Organizations/dp/1908009446/ref=sr_1_1?s=books&ie=UTF8&qid=1322866368&sr=1-1)

## **DYNAMICS RUNNERS**

Hi Larry,

This note is for all runners in the DYNM program. The Broad Street 10-Miler will be on Sunday, May 6, at 8:30 am. This race draws roughly 30,000 runners and is outstanding - and a great way to see Philly from a different perspective. A link to last year's website, which has not yet been fully updated, is here: <http://www.broadstreetrun.com/register.htm>. Registration is tentatively scheduled to open on February 15, 2012. It sells out in a matter of days, so runners should keep checking the website and register immediately once it opens. If there is sufficient interest, we could form a Dynamics Team (5 runners) and enter the team competition. I'd be happy to coordinate that. Anyone interested in committing to the run can email me at [finnsm@sas.upenn.edu](mailto:finnsm@sas.upenn.edu). Sincerely, Steve Finn, MSOD 2008; MPhil Candidate.

## **DYNAMICS TEACHING AWARDS**

Have any of your professors in the past year been "outstanding teachers"? If yes and if you want to nominate one or more for a **Penn Teaching Award**, then follow these links:

<http://www.upenn.edu/almanac/volumes/v58/n13/teaching.html>

and

[http://www.upenn.edu/provost/teaching\\_awards](http://www.upenn.edu/provost/teaching_awards).

## DYNAMICS ALUM AND FACULTY BOOK RECOMMENDATIONS

Hi Larry,

Any chance we can get word of a new book into the next newsletter? When I took the course that traveled to China in 2009 taught by Professor Jacques DeLisle, we visited with Shaun Rein and learned about his work in China. I was so impressed I kept in touch. His energy is amazing, and his academic and business prowess keen. Regards, Deb Herting, MSOD 2010.

Hi Larry,

I very much second this recommendation. Shaun is very good, writes stuff that is very accessible to the non-academic types, and has been a huge hit with every class that I have taken to China (and has been quite generous after the visit in answering follow-ups from students). – Jacques DeLisle, Professor of Law ( <http://www.law.upenn.edu/cf/faculty/jdelisle/index.cfm?showBio=true>)

From Shaun Rein,

The book is called, The End of Cheap China. I interviewed Chinese billionaires, senior government officials, everyday Chinese and even hookers to track China's evolution. It is meant to be a fun, entertaining yet informative read. It hit #37 on Amazon's best seller list for economics books still in pre-order stage. Here is a link: [http://www.amazon.com/End-Cheap-China-Economic-Cultural/dp/111817206X/ref=sr\\_1\\_1?ie=UTF8&qid=1316638994&sr=8-1](http://www.amazon.com/End-Cheap-China-Economic-Cultural/dp/111817206X/ref=sr_1_1?ie=UTF8&qid=1316638994&sr=8-1)

## DYNAMICS VIRTUAL DESIGN LAB KUDOS

Professor Ana Reyes teaches DYNM 640 in spring 2012 (here is a link: <http://www.organizationaldynamics.upenn.edu/dynm-640-12a>) and DYNM 645-038 (here is a link: <http://www.organizationaldynamics.upenn.edu/dynm-645-038-12a>). Both courses focus on the many challenges of effectively working in the virtual environment. Over the past year, with a group of students, she has established the Virtual Organization Development Design Lab (<https://sites.google.com/site/virtualodlabprojectpublic/>) which has received international recognition. Here are two examples.

First is a report from Prof. Reyes who is in India:

Greetings/Namaste - from Kerala, India, God's land and the most beautiful of the Indian Institutes of Management located in Kozhikode (<http://www.iimk.ac.in/>). IIM and certainly the **11<sup>th</sup> Global Conference on Flexible Systems Management** where I am writing this are so similar to Organizational Dynamics in philosophy and thinking that we could be kin. This is an international complex system sciences conference, very similar to those we are involved with in our program. Here is a link: <http://iimkglogift.iimk.ac.in/>.

What a great group of people including the Institute's Director, Debashis Chatterjee (who earned an Organizational Behavior, Ph.D. from Harvard) and who personally welcomed us as guests of honor and gave us a wonderful tour and history of the Institute. I was invited to do a plenary session on **Virtual Collaboration and the Penn Virtual Organization Development Design Lab** and got a great reception. See you soon, Ana Reyes, PhD

Second is notification from the Eastern Academy of Management:

**From:** Dr. Robert M. Krug

**Sent:** Saturday, December 10, 2011 7:52 AM

**To:** Scott Laramore, Stephanie Carmichael, Prashanthi Sylada Krishna, and Ana Reyes

**Subject:** Eastern Academy of Management Conference 2012-Technology/Emerging Research Track Submission from University of Pennsylvania Virtual Organizational Dynamic Lab

Congratulations. Your proposal to conduct a symposium session at the Eastern Academy of Management Conference is accepted... and sounds like a fascinating session. Please add a short section dealing with what an attendee would expect to learn and, possibly, be able to use as a result of attending the session. Then go directly to the conference site and upload. Thank you, Bob

Note: The Eastern Academy of Management (EAM) will hold its conference, **Implications of Technology for Today's Managers: Opportunities and Challenges** from May 9 – 12, 2012 in Philadelphia. A regional affiliate of the Academy of Management, the EAM holds its annual meeting and conference each May at locations in eastern North America. Competitive papers, symposia, and panels emphasize the pursuit of excellence in teaching and scholarly research in the field of management. Please visit the EAM Homepage at [www.eaom.org](http://www.eaom.org) for details about EA.

## **DYNAMICS FACULTY REQUEST FOR RESEARCH ASSISTANCE**

From Professor Steve Freeman,

Has any DYNM student expressed interest in doing “employee ownership” research work with me? I could really use some help to get a few things out. Contact me at: [steven.f.freeman@verizon.net](mailto:steven.f.freeman@verizon.net)

Professor Freeman is a leader in the study of employee ownership. Here is one example: <http://www.sas.upenn.edu/home/news/freeman.html>.

## **DYNAMIC DATES FOR PLANNING**

### **FALL 2011**

December 21	Last day of Fall 2011 semester
	Last day DYNM office is open to confirm spring courses
December 22	Winter break begins – DYNM office is closed

## **SPRING 2012**

January 3	DYNM office opens
January 7	Annual Spring Brunch – Speaker is Peter Dachowski
January 9	New Student Orientation
January 11	First day of spring 2012 classes

## **SUMMER 2012**

June 2 – June 9	DYNM 786: Travel to Paris: <a href="http://www.organizationaldynamics.upenn.edu/paris-ica12">http://www.organizationaldynamics.upenn.edu/paris-ica12</a>
June 8 – June 17	DYNM 766: Travel to Prague: <a href="http://www.organizationaldynamics.upenn.edu/node/587">http://www.organizationaldynamics.upenn.edu/node/587</a>
June 20 – July 1	DYNM 768: Travel to Seoul: <a href="http://www.organizationaldynamics.upenn.edu/seoul">http://www.organizationaldynamics.upenn.edu/seoul</a>

## **DYNAMICS 2012 SPRING BRUNCH AND SPEAKER**

Our annual community spring welcome and update will be held **Saturday January 7, 2012** at the Inn at Penn. An invitation will be sent shortly via email to everyone on our mailing list with details and how to RSVP.

Our brunch speaker will be Peter Dachowski who was part of “The Guys,” an informal monthly lunch discussion about current events established by Russ Ackoff. Here is a link to Peter’s professional background: <http://www.trenchlessonline.com/index/webapp-stories-action?id=1849>

**TO THE ENTIRE COMMUNITY OF ORGANIZATIONAL DYNAMICS:**

**HAVE A DYNAMIC HOLIDAY.**

**SEE YOU IN 2012.**

**Chris, Elaine, Rasheeda, Gwen, Alan and Larry**

