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OPEN ENROLMENT PROGRAM

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LEADING ORGANIZATION AND CHANGE

Faculty
Michael Frese



9 September 2024
9:00am - 5:00pm



RM 2,500
before SST



Program Overview

Leading individuals, groups, and organizations effectively is key to managerial excellence. Yet, it could be your most difficult challenge as a manager.

The program seeks to achieve this objective in three ways. First, it will provide you with a framework for increasing individual, group and organizational performance. Second, it will help you understand and acquire critical leadership skills required to shape and manage the behavior of people in organizations. Third, through self-reflection of your own practice at work ("journal"), it will relate the relevance and usefulness of the concepts and management practices discussed in class to your work experiences.

In the program, we will tie concrete organizational situations (as reflected in cases and in your experience) to essential theories and effective management practices.

Learning Outcomes

At the end of the program, participants will be able to:

- Understand management of cross-cultural differences and how to make better use of these differences
- Help you manage individuals for high performance by increasing your understanding of individual and interpersonal behavior.
- Help you manage groups for high performance
- Help you understand the challenges of leading and changing organizations.

Who Will Benefit?

- **Middle level managers** seeking to enhance their leadership skills and improve organizational performance.
- **HR professionals** responsible for the talent management and organizational development.

Faculty



Prof. Michael Frese holds appointments at Asia School of Business (Malaysia) and Leuphana University of Lueneburg (Germany) and a visiting appointment (former Head of Dept. and Provost chair) at NUS Business School. Prior appointments were at NUS, at University of Giessen (chair for work and organizational psychology) and visiting professor at London Business School; professorial appointments also at University of Bremen, at University of Pennsylvania, at LMU (Munich) and at UvA (Amsterdam). He lectured internationally – as visiting professor in the USA (e.g., Maryland, Michigan State), Sweden, Zimbabwe, Brazil, China (Zhejiang Univ), Uganda (continuous visiting professor at Makerere University Business School), and

elsewhere. Prof. Frese was a student at Univ of Regensburg (BA=Vorplom), Free University of Berlin (Diploma = MSc) and Technical University Berlin (PhD).

Prof. Frese's research spans a wide range of basic and applied topics within organizational behavior and work psychology. Most important are his longitudinal studies on psychological effects of unemployment, impact of stress at work, predictors of personal initiative, as well as psychological success factors of entrepreneurs. His field studies on errors, error management, and error management culture have received wide attention. In the area of training are concepts of error management training, leadership training and training to improve entrepreneurial success and personal initiative. He studies cultural factors in organization and across nations, as well as success factors in entrepreneurs in developing countries (Africa, Latin America, and Asia). He is known for his (cross-national) research on innovation, most recently innovation processes in Asia.

Prof. Frese has received several university best scholar as well as best paper awards.



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