



Iron Chef POS! Tasting Menus

*Transcription of flipchart sheets
generated during small group work
Saturday morning, December 6th*

(1)

TOOL TIME

Gathering of

Academics & Practitioner
Trainers

Textbook
Workshop

Tool Development
Workshops

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graph TD; A[Academics & Practitioner Trainers] --> B[Textbook Workshop]; A --> C[Tool Development Workshops];
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(2)

The P. O. S. Professor

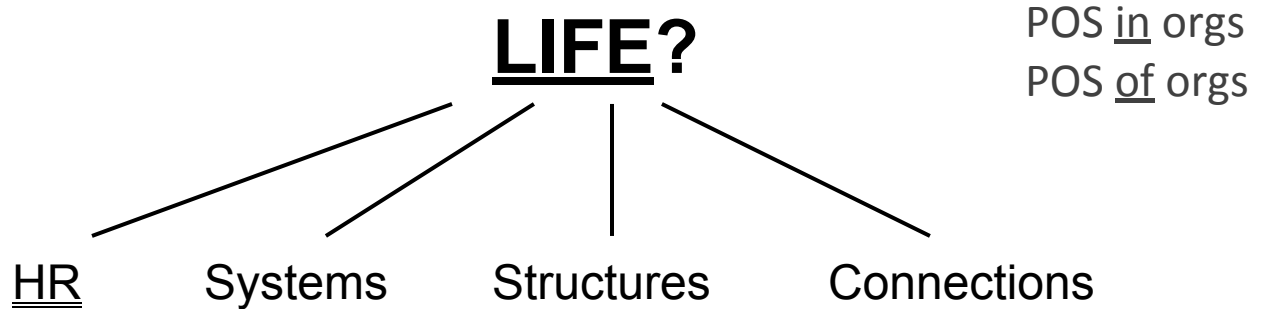
- Website – online resources to collect positive examples
- How to exemplify POS in the Academy

Academy

PDW?

OB – HR – Practitioners

What is organizational



Zingerman's

Institutionalization

Elements
that
get preserved

connections

knowledge sharing –

org. learning

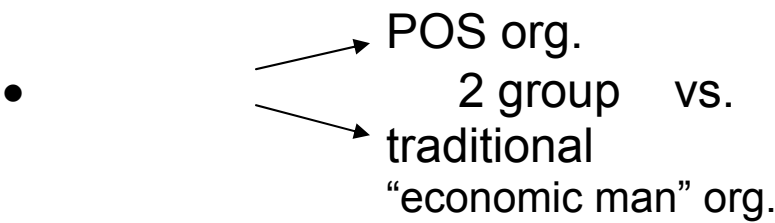
routinization

Org

New PDW – (Methods) Theory

- applying complexity theory to POS topics
- how can simulations be used to study POS phenomena

Class Exercise

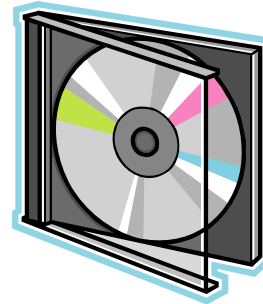
- POS in 2nd Life
 - 

POS org.
2 group vs.
traditional
“economic man” org.
 - introduce financial + social shocks
 - measure – profit and subjective value (relationships, social capital)

- Scholarly Community as an Ecosystem
- How can we make it “green”?
 - Thriving, meaning, energy
 - How can we better craft our jobs?
 - Community data project
 - New recruiting model
- Next Steps
 - Qualtrics Survey
 - Follow up Email
 - JMI article?

Share one example of how you have crafted your work (teaching & research) to thrive and make a difference in these difficult times.

Theory ↔ Practice
Ecosystem Goal
Target = Front-line Staff



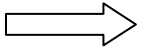

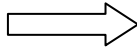
CD included

- 1. Academic
 - 2. Practitioner
 - 3. Concrete Action: Tool (HOW)
- Pairing



3 Parts/
Chapter

Table of Contents

INTRO:   

A: Jenny

P:

Tool: RSB/anchors of gratitude

individual
in
organization



organization

1. Crafting your Job

A: Amy

P: Apple

T: job crafting tool

2. Detecting & Correcting Everyday Challenge

T: Tim/Marllys P: Ari

T: BLC tool

3. Bringing/leveraging Diversity

A:

P:

Tool:

4. Harmonizing at Work

A: JP

P: Jerry (UMS)

T: Map of work (score)

5. Constructing Positive Change

A: LR

P: Public Archit

T: 1% Δ

6. Surviving the death of your organization

A: Ian

P:

Tool:

7. Seeing Crisis as Opportunity

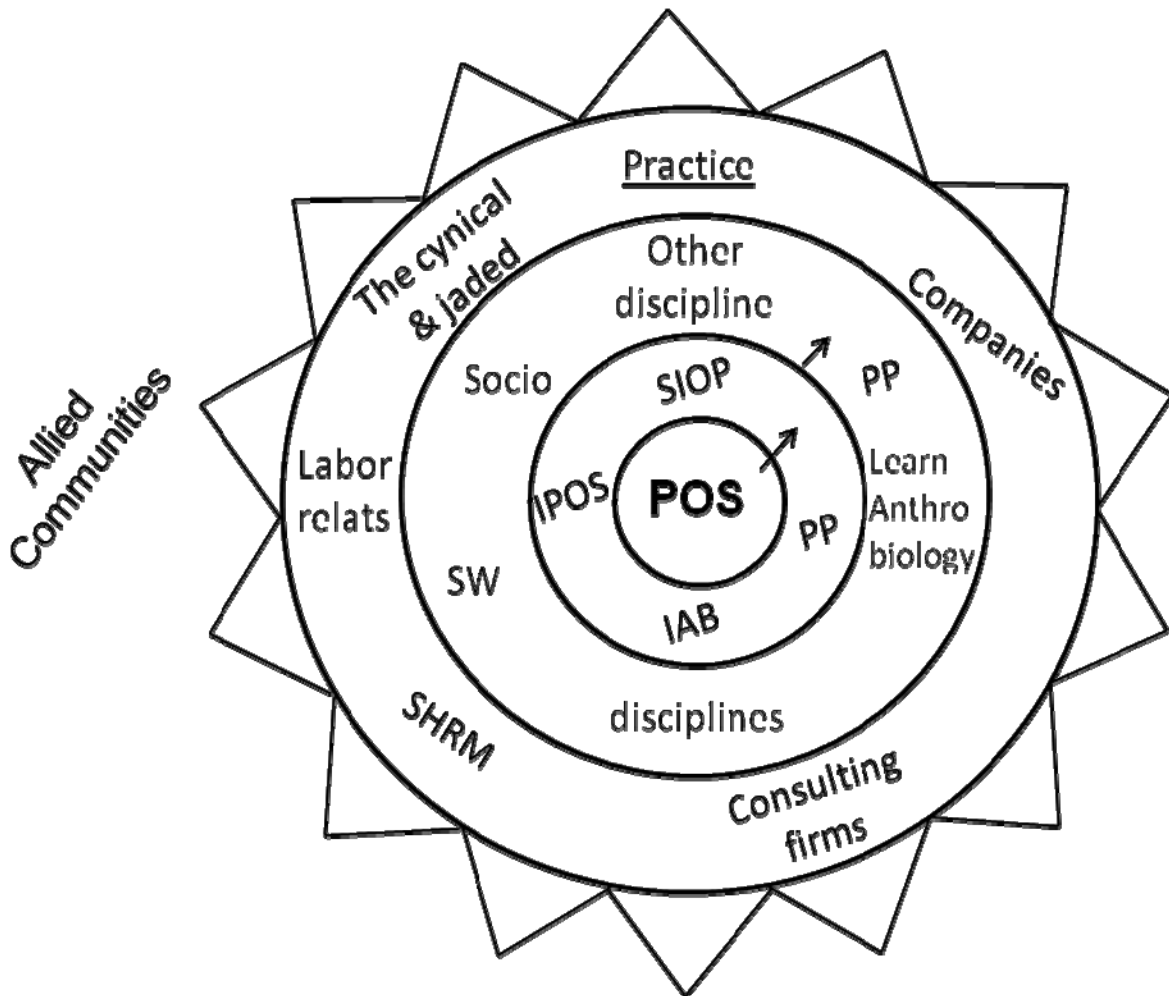
A: Lynne
Erika

P:

Tool:

DOS
[Community] Outreach

- Cross disciplines; practice who's at table; who's not
- Chat, blog, Facebook more dynamic web presence



- Expanding our boundaries conference (bring a friend)
- POS virus – going viral

- 1) Bring a friend (skeptical cnsly) or friendly stranger to POS conference
- 2) Exit interviews with past visitors
- 3) Evangelism (spreading the word) More intl.
- 4) Interest groups
- 5) Regional meetings (geography)
- 6) Research personal want “potluck” ads
two heads better than one

THEME : TECHNOLOGY

KEY ? : How can we better reach practitioners?
(using technology)

SOME IDEAS :
- Blog
- Wiki
- Media
- Journalist (series of POS articles)
- Oprah as a vehicle

POTENTIAL END PRODUCT:

* Repository of people/practitioner


Stories using POS lens

* POS scholars address themes/respond/share POS resources

* OPRAH!!

TECHNOLOGY

Practice

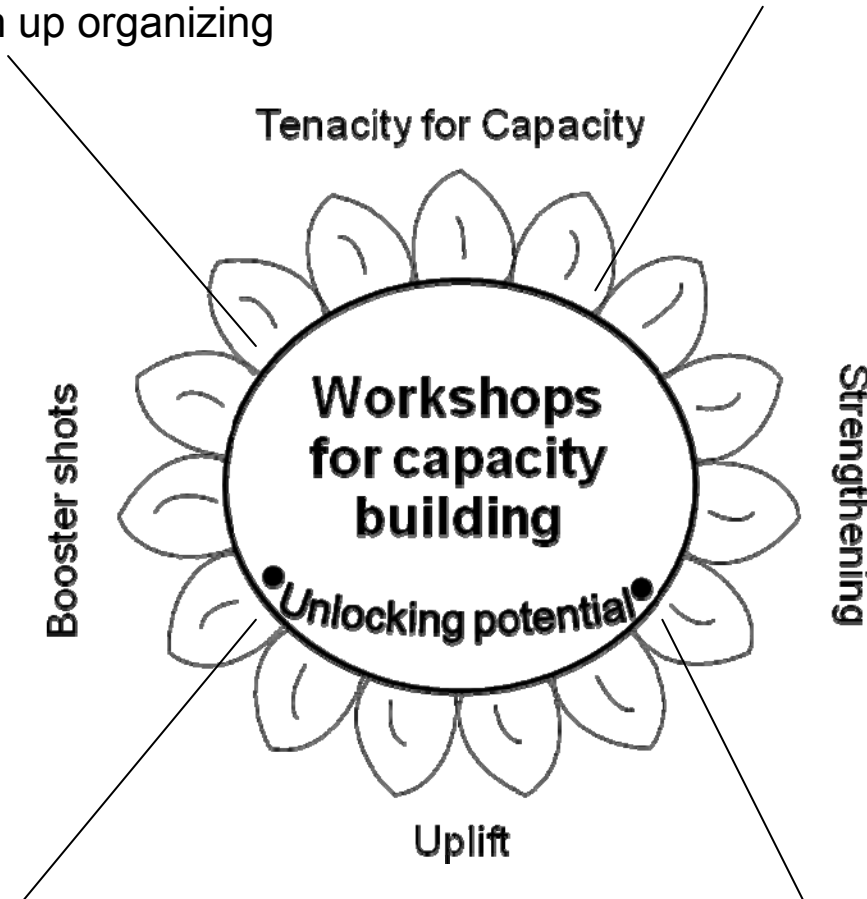
- Wiki / Co-creation
 - Blog / communication
 - Practitioner stories
 - Facebook?
 - proactivity of dissemination to practice
 - organization
 - translation
 -  publications to reach these people
- (web, newspaper)

Methods

- University partnerships with local agencies
- always a research component
- scholar / practitioner
- bottom up organizing

Content

- resilience
- RBS Exercise
- job crafting
- developmental networks



Context

- job centers
- unions
- classrooms
 - high school
 - university
 - graduate

Impacts

- policy impacts
- individuals - enhanced well-being, capacity
- making the invisible visible
- publishable research
- tools (customizable)
- increase hope, optimism



Everyday Leadership



1) non-traditional approach –

“Workshop” – Ex. → induct lessons → student-centered
student-driven

Role Modeling	2) build your own model of leadership
Servant Leadership	3) focus on moments to evaluate effective leader (learn how)
Values	4) sample: Zingerman's self-narration exercise (reflection)
Authenticity	self – self/other – other
Humility	consulting for organizations write their own cases
Leadership	Teaching resource [Obama – leader/teacher] Strength & weaknesses

Connecting POS to the Planet

“www.posplanet.org”

→ Accelerating the implementation of POS practices

- Integration Taskforce (Researchers & Practitioners)
- mmorpg (e.g., “2nd Life”), “Facebook”, etc.
- Podcasts
- Malcom Gladwell book on POS
(integration & translator)
- Media (news, print & talkshows – e.g. Oprah!)
 / \
 paper online
- HBR promoting tools
- Group 1’s book

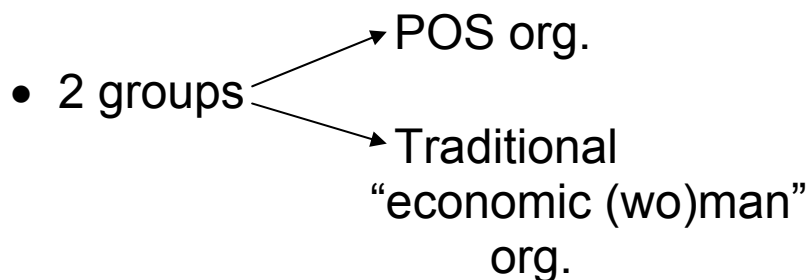


1 PDW – (methods)

- How can simulations be used to investigate POS topics, and phenomena?

2 Class Exercise

- POS in 2nd Life



Introduce financial and social shocks

Measure – profit, subjective value (relationships)

