Welcome at the Master's Culture, Organization & Management

SiErK YBema

Organizations and organizing

Evert Thielen

Culture and Management

Culture can be a unifying and inspirational force

Culture can be difficult to manage

Culture can also be a differentiating force

Conclusion: in managing organizations culture is a crucial and a complex factor

Overview

1. Introduction
2. Characteristics
3. COM-teaching, course schedule & thesis topics
4. A view from within
5. Prospects

Politics of sensemaking: mergers as an example

“WE”

“US/Them”

Frontstage harmony, backstage conflict
Characteristics Master’s C.O.M.

1. Management & Organization
   Issues of conflict, collaboration, change, control, and resistance, in public and private organizations, transnational networks, start-ups...

2. Power, culture, and identity
   The politics of sensemaking and the politics of blinkers.
   No pre-set models; we explore work practices ‘from within’ both frontstage appearances and backstage practices.

3. Individual actors & social context
   Both close-ups & wide-angle shots, understand as insider & analyse as outsider.
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4. Up-close & in-depth
   No pre-set models, we explore work practices 'from within' both frontstage appearances & backstage practices.

5. Familiar yet surprising & challenging analysis and advice

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TEACHING METHODS

- Both oral lectures and activating & problem-oriented teaching/supervision.
- Second part of master year: practice-based research.
- Close cooperation between lecturers and students through (co)research.
- COM staff is active in (inter)national networks of researchers and professionals – hence, students can conduct research all over the world.
- Full time program = no time for anything else!
### PROGRAMME

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<td>Sensemaking in Organizations (6 cts)</td>
<td>Changing Organizational Culture</td>
<td>Transnational Organizations in a Global World (2 x 6 cts)</td>
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### OVERVIEW

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2. **Characteristics**
3. **COM-teaching, course schedule & thesis topics**
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5. **Prospects**

### THESIS TOPICS

- **Public-Private Partnerships**
  - HSL-Zuid, Noord-Zuid lijn, Panama canal, Game reserves …
- **Cross-cultural cooperation in global networks**
  - ICT-offshoring in India, waterworks in Bangladesh
- **Organizational change**
  - Health care organizations, police work, multinationals, etc.
- **Diversity management, gender & work**
  - (Changing) identities, (un)desired effects
- **Etc.**

### Karin Smits

Former Ph.D.-student C.O.M.

“While studying COM, I was trained to look beyond the obvious. To question the taken-for-granted. That’s what I have been using in my research into the expansion of the Panama Canal.”

### Bart Klijnsma

Consultant-trainer & former COM-student

“In practice, things are always different from what one might expect. People make the difference. In the COM curriculum, people are central – therefore, this Master has added value.”
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After Master COM

- Within a year 85% have a job (2015 data)
- Most important ways to find a job: building on former experience/education + (thesis) networks
- Professionals with an academic background are broadly employable, COM-graduates in particular: a huge variety of professions and positions, all over the world
- Contexts: government, semi-government, profit and social organizations, educational institutes, interest groups, charity, universities etc.
- Profession/position: manager, researcher, policy-maker, trainer, staff manager, journalist, etc.

Info voor Premasterstudenten

- Je wordt ingeschreven als premasterstudent in de bacheloropleiding (aanmelding via Studielink)
- Deadline aanmelden premaster: 1 juni
- De premastervergoeding voor 30 EC: de helft van het wettelijk collegegeleentarief 2018/2019: €1030
- Premasterassessment is verplicht en bindend (instructiefilm: https://youtu.be/BlFCXbmm9lc)
  Geen mogelijkheid remediërend onderwijs
- Kosten premasterassessment: 110 euro (geen restitutie bij annulering of afwijzing, controleer dus toelatingseisen)