



**18TH CEEMAN ANNUAL  
CONFERENCE**



**DEANS AND DIRECTORS MEETING**



“How are CEE management development institutions measuring  
up?  
On teaching, program design and teaching materials”

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How are CEE management development institutions  
measuring up?

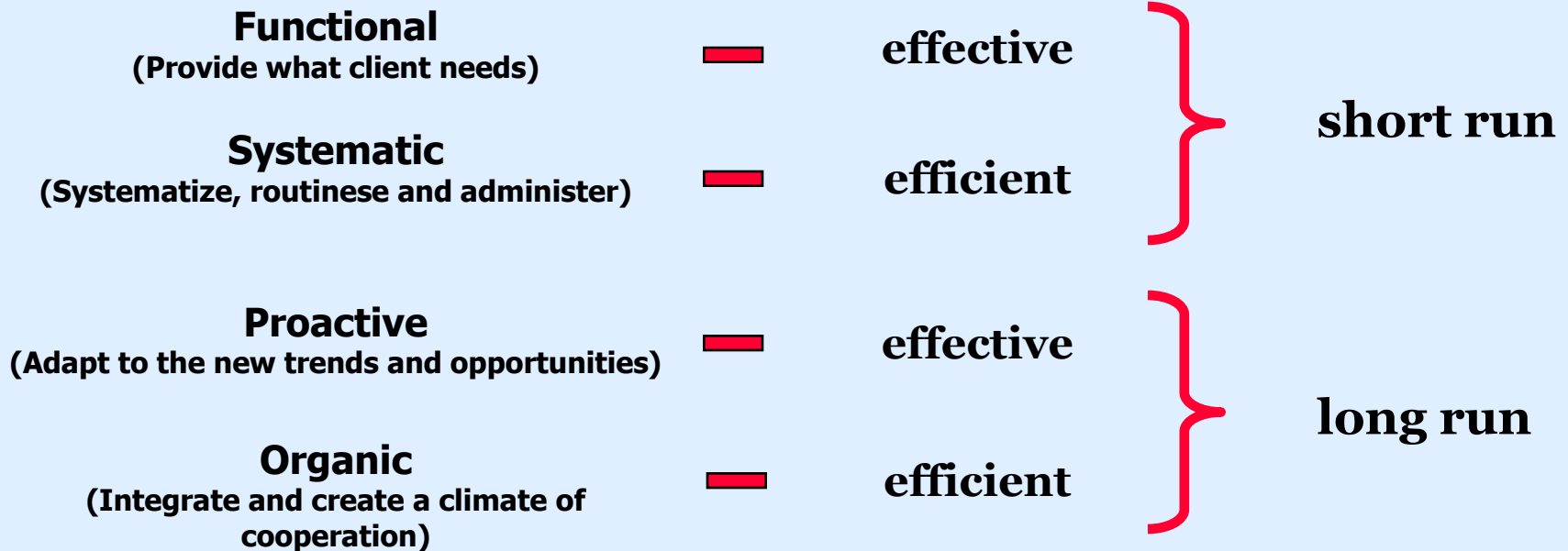


Functional approach to the management

# How are CEE management development institutions measuring up?



## Well managed organizations should be:



(Based on I. Adizes methodology)

# How are CEE management development institutions measuring up?



## **Functional**

Provide what client needs

- Various traditions in program design
- Interactive teaching v.s. “Traditional” teaching
- “What is needed” v.s. “What we have” approach

# How are CEE management development institutions measuring up?



## **Systematic** Systematize, routinise and administer

- “Strategy supporting programs” v.s. “Ad hoc programs”
- Sustainability in teaching v.s. “victim of fashion”
- “In time to the minute” v.s. “Not my fault” approach

# How are CEE management development institutions measuring up?



## **Proactive** Adapt to the new trends and opportunities

- “Every day exercising” v.s. “I am well fitted” approach
- “Selective” v.s. “Universal” approach
- “Permanently curious” v.s. “Finally satisfied”

# How are CEE management development institutions measuring up?



## **Organic**

Integrate and create a climate of cooperation

- “Team” v.s. “Single innovator” approach in designing programs
- “Choir” v.s. “Solo” approach in teaching
- “Creating teaching materials together” v.s. “Making teaching materials available” approach

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**Thank you for your  
attention and Good luck!**