

About the Center for Positive Organizations

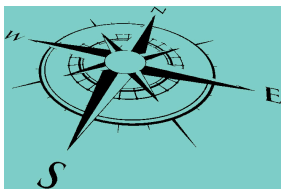
While our impact has been far-reaching and powerful, our mission now requires renewed focus. Yesterday’s organizational models are being disrupted. Stress and challenges to our well-being are depleting people and organizations. New ways of thinking that unlock the potential of people and work systems to solve complex problems are more critical than ever, and the Center for Positive Organizations is uniquely positioned to lead the way... Join us in our commitment to a thriving world.

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Center for Positive Organizations (C4PO)

Stakeholder(s):

University of Michigan :

In 2002, we founded the Center for Positive Organizations (CPO) at the University of Michigan Stephen M. Ross School of Business to provide a focus and impetus for scholarship and teaching. Over the years, we've developed engaging opportunities to spark debate, compel action, and inspire further research.

Stephen M. Ross School of Business :

With the business excellence that only Michigan Ross can bring, we have pioneered the science and practice of thriving organizations, and we intend to remain at the forefront of innovation and scholarship. We will continue to inspire and enable change.

C4PO Staff

Angie Ceely :

Associate Director of Events

Betsy Erwin :

Senior Associate Director and Faculty Associate

Hitomi Katsumi :

Corporate Relations and Communications Specialist

Esther Kyte :

Managing Director

Sue Ruehle :

Administrative Coordinator

Stacey Scimeca :

Learning and Engagement Specialist

Katie Trevathan :

Associate Director of Communications

Publishers :

Our work has been covered in The Atlantic, Harvard Business Review, The New York Times, The Wall Street Journal, The Washington Post, and many others.

The Atlantic

Harvard Business Review

The New York Times

The Wall Street Journal

The Washington Post

C4PO Clients :

Organizations as varied as the Cleveland Cavaliers, General Motors, Google, the National Intelligence Agencies, and Oracle have invested in and are applying positive principles based on our work.

Cleveland Cavaliers

General Motors

Google

National Intelligence Agencies

Oracle

C4PO Faculty

Wayne Baker :

Faculty Director and Core Faculty, Center for Positive Organizations | Robert P. Thome Professor of Business; Professor of Management and Organizations; Professor of Sociology, University of Michigan — Wayne Baker is the Faculty Director of the Center for Positive Organizations (CPO). He has also served as Faculty Director of the Center's Positive Organizations Consortium and was the first Faculty Director of CPO (then called the Center for Positive Organizational Scholarship). His Positive Organizational Scholarship research interests include (1) energy networks in organizations, (2) generosity and reciprocity, and (3) values. His latest book, published in January 2020, is All You Have to Do Is Ask: How to Master the Most Important Skill for Success (Currency/Penguin Random House). His other books include America's Crisis of Values: Reality and Perception (Princeton University Press), Achieving Success Through Social Capital (Jossey-Bass), and Networking Smart (McGraw-Hill).

Kim S. Cameron :

Co-Founder and Core Faculty, Center for Positive Organizations | William Russell Kelly Professor Emeritus of Business Administration; Professor Emeritus of Higher Education, University of Michigan — Kim Cameron became interested in Positive Organizational Scholarship as a result of a decade of studying the consequences of organizational downsizing. Organizations characterized by virtuous practices—for example, forgiveness, compassion, integrity, trust, optimism, kindness—tended to avoid the declining performance associated with downsizing. Observing this effect led to a variety of empirical studies on the effects of positive leadership and organizational virtuousness on organizational performance. Cameron's research has been identified as among the top 10 social science

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Stakeholders (continued)

scholars in the world in being downloaded from Google. Reports of the work have appeared in 15 scholarly books and more than 140 academic articles. The latest books include *Oxford Handbook of Positive Organizational Scholarship* (Oxford University Press), *Positive Leadership* (Berrett Koehler), and *Practicing Positive Leadership* (Berrett Koehler).

Jane Dutton :

*Co-Founder and Core Faculty, Center for Positive Organizations | Robert L. Kahn Distinguished University Emerita Professor of Business Administration and Psychology, University of Michigan — Jane Dutton's research on Positive Organizational Scholarship (POS) began with an interest in compassion and the difference it makes for individuals and organizations. Her research has expanded to focus on the power of positive relationships at work, job crafting, and positive identities. She and Monica Worline have published a new book entitled *Awakening Compassion at Work: The Quiet Power that Elevates Individuals and Organizations* (Berrett-Koehler, 2017). In addition, Jane and Gretchen Spreitzer edited *How to Be A Positive Leader* (Berrett-Koehler, 2014) that brought together top researchers focused on how to make POS practical for all leaders. She has written *Energize Your Workplace*, a book for managers that is based on building positive relationships as a competitive strategy, and has co-edited three other books that address Positive Organizations. Jane's background in strategic management keeps her focused on how positive dynamics create sustainable capabilities in organizations.*

Mari Kira :

Core Faculty, Center for Positive Organizations

Shirli Kopelman :

Core Faculty, Center for Positive Organizations

Julia Lee Cunningham :

Core Faculty, Center for Positive Organizations

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Associate Dean for Learning Design, Herrick Professor of Business, Professor of Industrial and Operations Engineering

Ted London :

Vice President, William Davidson Institute

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A. Yeşim Orhun :

Assistant Professor of Marketing

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Professor of Psychology; Director, Michigan Positive Psychology Center

Donald J. Peurach :

Associate Professor of Education

Venkat Ramaswamy :

Hallman Fellow of Electronic Business, Professor of Marketing

Sanjay Saint :

Faculty Associate, Center for Positive Organizations

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Stakeholders (continued)

Lloyd Sandelands :

Professor of Management and Organizations, Professor of Psychology

Michelle Segar :

Director of the Sport, Health, and Activity Research and Policy Center

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Williamson Family Professor of Business Administration, Thurnau Professor of Business Law

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Executive Director, Samuel Zell and Robert H. Lurie Institute for Entrepreneurial Studies

Jim Walsh :

Arthur F. Thurnau Professor, Gerald and Esther Carey Professor of Business Administration

Chris White :

Faculty Associate, Center for Positive Organizations

C4PO Research Advisory Board

Arne Carlsen :

Research Advisory Board, Center for Positive Organizations

Brianna Barker Caza :

Research Advisory Board, Center for Positive Organizations

Stephanie Creary :

Research Advisory Board, Center for Positive Organizations

Theresa Glomb :

Research Advisory Board, Center for Positive Organizations

Christopher Myers :

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Olivia (Mandy) O'Neill :

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Ace Simpson :

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John Paul (J.P.) Stephens :

Research Advisory Board, Center for Positive Organizations

C4PO Faculty Affiliates

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Executive Education Affiliate

Mary Ceccanese :

Executive Education Affiliate

Shawn Quinn :

Executive Education Affiliate

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Hilary Hendricks :

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Eun Bit Hwang :

Doctoral Student Affiliate, Center for Positive Organizations

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Laura Sondag :
Doctoral Student Affiliate, Center for Positive Organizations

Elizabeth Trinh :
Doctoral Student Affiliate, Center for Positive Organizations

C4PO Executives in Residence

David Drews :
Executive in Residence, Center for Positive Organizations

Richard Haller :
Executive in Residence, Center for Positive Organizations

Fred Keller :
Executive in Residence Emeritus, Center for Positive Organizations

Ron May :
Executive in Residence, Center for Positive Organizations

Roger Newton :
Executive in Residence, Center for Positive Organizations

Richard J. Smalling :
Executive in Residence, Center for Positive Organizations

Laurita Thomas :
Executive in Residence, Center for Positive Organizations

Chris Marcell Murchison :
Visiting Leader - Organization Design and Culture Consultant

Positive Organizations Consortium :
The Positive Organizations Consortium is a vibrant, leader-to-leader learning and networking community designed to create highly effective workplaces where people thrive. Established in 2014 at the Center for Positive Organizations, our members empower people and teams to reach their full potential through the science of Positive Organizational Scholarship (POS). | Our Purpose — We bring together leaders with world-class researchers who share a common vision that a thriving organization starts with thriving people. Leaders learn new skills and practices to transform their organizations through sustainable, positive change to cultivate purpose, compassion, resiliency, growth, and high-performing teams. We learn and grow together. We foster long-term personal connections. And we provide customized support and resources along the way.

Vision

People and organizations thrive

Mission

To build a better world through the science and practice of thriving organizations

Values

Ideas: We are a powerful force for ideas and transformation.

Transformation

Innovation

Scholarship

Racial Equality: Black Lives Matter -- The Center for Positive Organizations (CPO) at the University of Michigan stands united with other organizations around the world who call for fundamental transformation that eradicates systemic, institutional racism, discrimination, brutality, poverty, and violence.

Workplaces

Create highly effective workplaces where people thrive.

Stakeholder(s)

Workplaces

1. Conversations

Shape important conversations

2. Change Agents

Develop today's students into tomorrow's change agents

Stakeholder(s):

Students

Change Agents

Administrative Information

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