

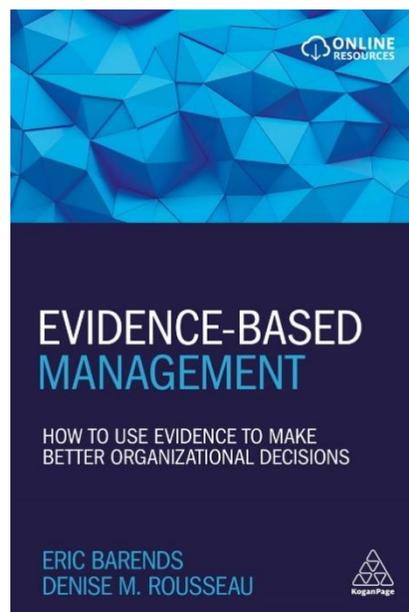


Evidence-Based Management Opole, 17-18.10.2022

Over the past decade the responsibilities of leaders and managers in not-for-profit organisations have changed significantly: now they are often invited to take a seat at the executive table and participate in solving complex organisational problems. At the same time, most traditional models and new 'cutting edge' solutions often fail to deliver on what they promise. This leaves them with a profound challenge: how can we stay away from trends and quick fixes, and instead use valid and reliable evidence to support the organisation?

In response to this problem the idea of evidence-based decision-making has evolved, with the goal of improving the quality of decision-making by using critically evaluated evidence from multiple sources – organisational data, professional expertise, stakeholder values and the scientific research literature.

During this workshop the basic principles of evidence-based decision-making (what it is, why we need it, common misconceptions, etc.) are discussed. In addition, several ways in which leaders/ managers/ consultants can become more evidence-based will be presented together with some practical examples of how critically appraised evidence from multiple sources can be used to improve decision-making processes within an organization.





Guests:

Eric Barends (Ph.D., VU University Amsterdam) is the managing director of the Center for Evidence-Based Management. He has twenty years of management experience, fifteen years at the senior management level, including five years as an executive. He advises and coaches managers, senior leaders, and executive boards of large and medium sized companies and non-profit organizations on evidence-based decision-making. In addition he frequently runs training courses on this topic and serves as a visiting lecturer at several universities and business schools such as Carnegie Mellon University, New York University and Australian National University. His textbook, Evidence-Based Management: How to Use Evidence to Make Better Organizational Decisions (with Denise Rousseau), has been adopted by over 80 universities.

Professor Vincent Cassar BA(Hons)., MSc(Wales)., PhD(Lond)., CPsychol(UK)., CSci(UK)., AFBPsS is Chartered with the British Psychological Society (Organizational Psychology), a Chartered Scientist with the British Science Council and a Fellow of the Centre for Evidence-Based Management. Vince was Deputy Dean at FEMA between 2018 and 2021 and is now Head of the Department of Business & Enterprise Management at FEMA. He has held Visiting Scholarship positions including Honorary Teaching Fellow at Birkbeck College (University of London). His research include the psychological contract, occupational health and stress and evidence-based management in particular decision-making under uncertainty and HR-data driven processes. Current research projects involve the influence of noise on E&R nurses' decisions, the relationship between fatigue and food, the temporal dynamics of gamma changes in relation to the psychological contracts, and the role of AI in mitigating decision making under stress in Triage, amongst others. He has presented and published his studies in several peer-reviewed journals like Work & Stress, European Journal of Management, Journal of Vocational Behavior, and the International Journal of HRM. He also acts as a reviewer for several international peer-reviewed journals.

Professor Frank Bezzina is Pro-Rector for International Development and Quality Assurance at the University of Malta, after serving as Dean of the Faculty of Economics, Management & Accountancy (FEMA) between 2016 and 2021. He teaches Management Science & Decision Analysis, Operations Research, Applied Business Statistics and Business Research Methods on FEMA's undergraduate and post-graduate programmes. Frank's research focuses on investigating phenomena in the Organisational Sciences. He has published papers on risk management, corporate governance, HRM, environmental management and statistical/methodological misconceptions. In 2012, his research paper entitled "Investigating the determinants



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of recycling behaviour in Malta" (co-authored with Stephen Dimech) published in 'Management of Environmental Quality: An International Journal' (Vol. 22 No. 4, pp. 463-485) was awarded the Emerald Literati Network Highly Commended Paper Award for Excellence. He co-edited various volumes which include Emerald's 'Contemporary Studies in Economic and Financial Analysis' book series (Volumes 97 & 98) and more recently in Springer's 'Public Administration, Governance and Globalization' series (Vol. 22). Apart from this, he regularly reviews papers for a number of international peer-reviewed journals and conferences. He holds visiting professor positions at several Universities including the University of Zagreb (Croatia) and LM Thapar School of Management (India)

Dr. Denise Rousseau is the H.J. Heinz II University Professor of Organizational Behavior and Public Policy at Carnegie Mellon University's Heinz College of Information Systems and Public Policy and the Tepper School of Business.

Rousseau is chair of the Health Care Policy and Management program and director of the Project on Evidence-Based Organizational Practices. Rousseau is also Academic Board President of the Center for Evidence-Based Management, and Co-Chair of the Campbell Library's Management and Business Coordinating Group. Her publications include over a dozen books and over 220 articles and monographs in management and psychology journals. Rousseau received her A.B., M.A. and Ph.D. from the University of California at Berkeley with degrees in psychology and anthropology.

Rousseau is the two-time winner of the Academy of Management's George Terry Award for best management book for, I-Deals: Idiosyncratic Deals Workers Bargain for Themselves in 2006 and Psychological Contracts in Organizations: Understanding Written and Unwritten Agreement in 1996, Rousseau received the Distinguished Scholar Award from the Academy of Management, the Lifetime Achievement Award from the Society for Industrial/Organizational Psychology, and the Michael Losey Career Award from the Society for Human Resource Management, along with career achievement and mentoring awards from the Organizational Behavior, Human Resource Management, and Management and Organizational Cognition Divisions of the Academy of Management