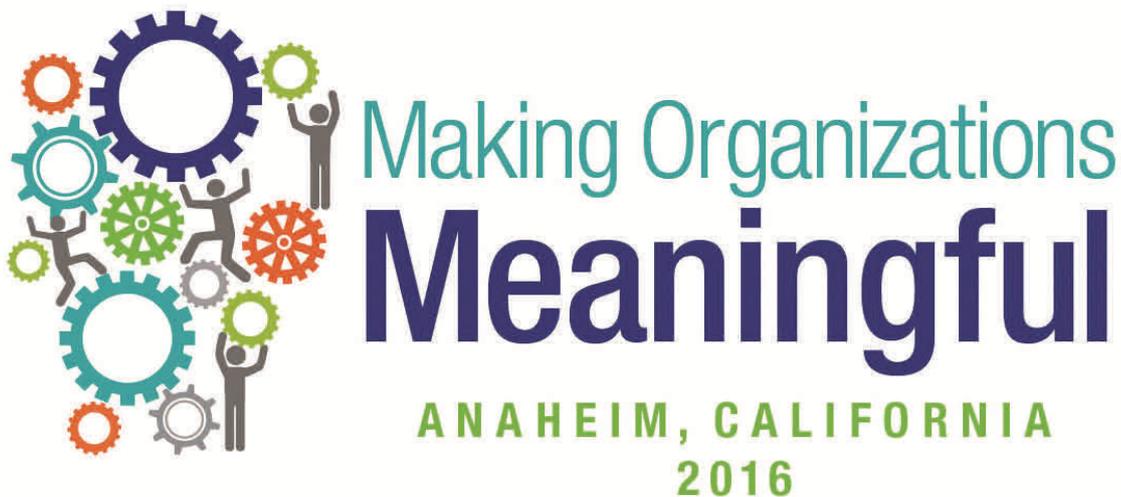


Doktorandin Mona Mensammen organisierte einen Workshop auf der AOM

10.08.2016 Mona Mensmann organisierte einen Experten-Workshop auf der AOM 2016.



AOM 2016 Theme: Making Organizations Meaningful

Abstract

Active training approaches for employees and entrepreneurs

In times of changing job markets and working conditions, organizations are more than ever dependent on the proactivity of their employees. Different training approaches aim at initiating a change in employees' mindsets, thereby making them active stakeholders of their organizations. This creates benefits for the individual as well as for the organization. We want to focus on three distinct training approaches for active employees and entrepreneurs. The first training is based on cybernetic models stating that individuals' active behavior results from the comparison of the present state and a desired state. The second training uses an action regulation training approach concentrating on the initiation of personal initiative which constitutes self-starting, futurethinking, and persistent work behavior. The third training approach is based on goal setting theory and focuses on setting motivating goals for higher task performance. In this four-hour interactive workshop participants shall not only get to know core theoretical concepts of the three training approaches, but first and foremost come into contact with the training methods themselves. After an introduction to the

respective training approaches, the workshop facilitators will carry out exercises following the theoretical concepts with the workshop participants. By doing so, they enable participants to evaluate the different training concepts based on first-hand experiences.

Mensmann, M., Frese, M., Seijts, G. H., Latham, G. P., Strauss, K., & Kelly, C. M. (2016). Active training approaches for employees and entrepreneurs. Professional Development Workshop at the "2016 Annual Meeting of the Academy of Management", Anaheim, USA.

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Kategorien: Beispiel_Meldungen, RCE_Meldungen

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