Intelligent Organizations 4Dx (live online)

This program provides participants with a shared online experience. One where they interact with each other and faculty via personalized avatars in immersive, virtual classrooms with spatial audio and innovative collaboration features. Program participants will meet weekly in the online environment to view video lessons and complete group action learning activities led by the faculty. This rich, engaging experience can be accessed by participants wherever they are in the world at the times the sessions are delivered. The course illustrates how people and computers can be connected in new ways so that—collectively—they act more intelligently than any person, group, or computer has done previously.

Program Details
How can you and your organization benefit from one of the most powerful changes taking place in business today?

In the 21st century, a critical factor in business success will not just be how efficient organizations are, but also how intelligent they are. Today’s technologies allow for wide-ranging communication at very low cost, enabling organizations to collaborate more effectively, to respond more quickly to business challenges, and to identify innovation opportunities. This new culture of collaboration allows you and your organization to be more productive, effective, and intelligent.

Intelligent Organizations 4Dx is designed to help you understand how to create competitive advantage by harnessing the power of crowds and other new organizational approaches. Drawing on examples like Google, InnoCentive, and Wikipedia, you will learn to identify opportunities for using crowd intelligence, loose hierarchies, and other innovative ways of organizing work to apply to your own business environment. The program is designed to help executives understand how to create a competitive advantage by harnessing organizational approaches made possible by the latest communications technologies.

Takeaways
During this intense program, you will gain an increased understanding of:

- Why management is changing in profound ways
- When traditional hierarchies are useful and when they are not
- How and when crowd intelligence can create knowledge and solve problems more effectively
- How contests can often find the best solutions even when no one knows in advance where they are
- How prediction markets work
- What the key dimensions of all successful organizational designs are
- How to move from command-and-control to coordinate-and-cultivate leadership
- What managerial skills are needed for success in these new organizations

The Online Classroom
The online classroom space includes a main auditorium where participants will sit together to view video lessons as well as breakout areas for group discussions and exercises set by the faculty. Documents, presentations, webcam and chat are just some of the features built into the environment to deliver an engaging and personalized learning experience. Participants will be encouraged to meet, greet, interact and collaborate with other participants during the scheduled sessions. Additionally, program attendees are welcome to visit the virtual classroom between sessions to meet with other participants to discuss their lessons and interact with learning materials.

http://executive.mit.edu/ioc4dx
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Sample Topics Taken From In-Person Intelligent Organizations Offering
(subject to change)

- Session 1: Collective Intelligence - an Amazing Pattern and Loosening Hierarchies.
- Session 2: Harnessing Democracies, Bringing Markets Inside and When to Decentralize.
- Session 3: Designing Intelligent Organizations.
- Session 4: Collections & Contests.
- Session 5: Hyperspecialization.
- Session 6: Paradoxes, Distributed Leadership, Organizational Change.

Participants
Intelligent Organizations 4Dx is designed for:

- CEOs, senior executives, and managers at all levels who are in a position to make significant changes in the ways work is organized in their units
- Managers in IT, HR, strategy, research, and other functions whose job responsibilities include implementing new organizational structures, processes, and tools
- Entrepreneurs who want to understand new business opportunities in this space
- Anyone in business or non-profit organizations who has an opportunity to influence organizational innovation in their organizations and wants to understand how work is changing

Program Faculty
Thomas W. Malone is the Patrick J. McGovern Professor of Management at the MIT Sloan School of Management and the founding Director of the MIT Center for Collective Intelligence. He was also one of the two founding co-directors of the MIT Initiative on “Inventing the Organizations of the 21st Century.”

“Sometimes, you can get so caught up in doing, achieving and delivering, that you forget to raise your head and look at what is happening around you. This course opened my eyes (and mind) to how much the nature of work has changed. The course is a great combination of theory, proven science, action, learning and real-life examples. I highly recommend the course and the investment of your time.” —Susan L.
Past participant of in-person offering

“I have been to a lot of executive education programs but this one set a new standard for excellence. As someone who felt like they already had a fairly good grasp on things, I found much that was new and noteworthy.” —Trevor S.
Past participant of in-person offering

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