

MBA Update

A forward-thinking program geared toward managers and administrators that wish to sharpen management skills and enhance their careers.

SUMMER 2009 SESSIONS:

July 9, 2009

**HUMAN RESOURCES
ISSUES IN TOUGH
ECONOMIC TIMES: HIRING
AND RETENTION WHILE
DOWNSIZING**

Professor Jone Pearce

August 6, 2009

**HARNESSING
ENTREPRENEURIAL
CREATIVITY WITHIN
ORGANIZATIONS IN
CHALLENGING TIMES**

Professor Thomas Turk

TIME:

Thursdays

2:30 – 6:30pm

LOCATION:

The Paul Merage
School of Business
UC Irvine Campus



SUMMER 2009



HUMAN RESOURCES ISSUES IN TOUGH ECONOMIC TIMES: HIRING AND RETENTION WHILE DOWNSIZING

Professor Jone Pearce

More employers, managers and HR professionals find that hiring and retaining the best employees while having to let some employees go can be particularly challenging. Managing layoffs and terminations while maintaining morale and motivation, is always difficult, but it becomes an even greater task in the current challenging economic environment. In this session, the latest research on managing downsizing while retaining your best employees, and hiring for jobs that may be new for the organization, is used to lead discussions of the participants' own challenges. The session focuses on what individual managers can do, but it may also be of interest to human resources professionals who need to assist their managers through these difficult tasks.



HARNESSING ENTREPRENEURIAL CREATIVITY WITHIN ORGANIZATIONS IN CHALLENGING TIMES

Professor Thomas Turk

The most profitable firms identify and seize opportunities faster than their competitors. High performing organizations accomplish this by harnessing the entrepreneurial initiative of their employees. But even small, fast growing businesses engage in practices that cripple their ability to respond to competitive changes in the marketplace. In this presentation Professor Turk describes how the model of free markets can guide growth while preserving entrepreneurial initiative. Specifically, participants will learn:

- What they can do today to make their firm more entrepreneurial
- How to build an ownership perspective
- The 5 keys to transforming bureaucrats into entrepreneurs
- The role of leaders in entrepreneurial firms
- How to unleash initiative by assigning responsibilities effectively

MBA Update

A forward-thinking program geared toward managers and administrators that wish to sharpen management skills and enhance their careers.

LOCATION:

The Paul Merage
School of Business
UC Irvine Campus

REGISTRATION FEES:

General Public

| | |
|--|---------|
| 8 Sessions | \$1,795 |
| <small>(Includes Fall '09 - Spring '10 sessions)</small> | |
| 4 Sessions | \$895 |
| <small>(Includes Fall '09 - Spring '10 sessions)</small> | |
| 2 Session | \$565 |
| 1 Session | \$295 |

Friends of Merage

| | |
|--|---------|
| 8 Sessions | \$1,435 |
| <small>(Includes Fall '09 - Spring '10 sessions)</small> | |
| 4 Sessions | \$735 |
| <small>(Includes Fall '09 - Spring '10 sessions)</small> | |
| 2 Session | \$445 |
| 1 Session | \$235 |

Fee includes instruction, course materials, completion certificate*, and refreshments. We accept personal and corporate checks, Visa, MasterCard, Discover Card, and American Express. Cancellations will only be accepted up to 14 days prior to the start of the program.

* Certification is available to those who complete any four sessions.

REGISTRATION FORM

Fee includes instruction, course materials, completion certificate*, and refreshments. Certification is available to those who complete any four sessions.

Full Name for Nametag: _____

Home Address: _____

City: _____ State: _____ Zip Code: _____

Home Phone: _____ E-mail: _____

Company: _____

Title: _____

Company Address: _____

City: _____ State: _____ Zip Code: _____

Work Phone: _____

Merage Class Year: _____ Program: _____

Number of Sessions Attending:

8 Sessions 4 Sessions (specify below) 2 Sessions (specify below) 1 Session (specify below)

Session 1: _____ Session 2: _____

Session 3: _____ Session 4: _____

Payment Type:

I am enclosing a check made payable to **UC Regents**.

Please charge to my credit card.

MasterCard Visa Discover American Express

Payment Amount: _____ Expiration Date: _____

Name on Card: _____

Card Number: _____

Billing Address (required): _____

City: _____ State: _____ Zip Code: _____

Please tell us how you heard about the MBA Update program: _____

Please fax completed form to 949.824.3446

Or mail a copy of this form with your check to:

Beverly Bond
The Paul Merage School of Business
5201 California Ave, Suite 201
Irvine, CA 92697-3135