



COS

CENTRE FOR ORGANISATIONAL STUDIES

Foundation José M. de Anzizu

CENTRO DE ESTUDIOS SOBRE LAS ORGANIZACIONES

Fundación José M. de Anzizu

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## NEWSLETTER Nº 1 – March 1989

Dear friends and colleagues,

It is with great pleasure that we inform you of the formation of the CENTRE FOR ORGANISATIONAL STUDIES. The Centre is sponsored by the Foundation José M. de Anzizu which is a non profit making institution based in Barcelona, with a commitment to the financial support of training and research projects. The longer term intention is to seek contributions and support from other individuals and institutions interested in the focus of the Centre.

For some time we have recognised the need for a place where organisational issues can be studied and discussed in a practical and realistic way which is sensitive to the implications for different cultures and disciplines. For the last two years we have worked towards the formation of COS and its specific brief to encourage and develop projects, encounters, conferences and research in the field of organisational studies.

The central activities will be:

–**interprofessional** by connecting and contrasting theoretical as well as practical criteria and points of view of academics, consultants and managers;

–**intercultural** by considering and exchanging ideas, experiences and realities of people from different cultures, disciplines and ideologies – always bearing in mind the respect of the rights of the individual as expressed in the Declaration of Human Rights of the United Nations; and

–**complementary** to other institutions having activities in this field, such as Universities, Business Schools, Consulting and Professional Associations, Research Institutes etc.

In the initial stages, COS resources will concentrate mainly on a selected single topic each year. We want to encourage research, case writing, exchanges of views, seminars, lectures and discussions with a subsequent publication of findings.

For 1989 we have invited a small group of experienced managers, consultants and academics from all over the world to discuss the organisational and cultural issues of Mergers and Acquisitions. Professor Edgar Schein of M.I.T. has agreed to chair and coordinate this two day Round Table, and we foresee a publication later in the year. In 1990 we will follow with a topic developing from this First Round Table.

Ed Schein will also hold a conference on “Consultancy” at IESE (Barcelona) on June 7th 1989. Warren Bennis of the University of Southern California will conduct workshops on “Leadership” in late 1989. One of these will be held in Barcelona jointly with EADA and another in Holland.

Another, slower, development will be that of a library of magazines and books specialising in organisational issues, to be complementary to those already existing in the business training centres of Barcelona. In future, anyone related to COS would have free access to the library. We are also in contact with Muchnik Editores with a view to producing a collection of management books translated into Spanish.

As we progress we hope to pay special attention to the quality and high standard of a limited number of projects. We hope to become a “forum” or “meeting point” where individuals from different countries, ideologies and interests can meet. We hope that the resulting stimulation and exchange of ideas and experiences will eventually help to develop organisations which are more efficient in economic, social and human terms.

Finally, we would like to express our gratitude to all those who, through their interest and support, have encouraged us to initiate this project, specially to the colleagues and friends whose enthusiasm and ideas have been important in this preliminary stage: Martha Albert from the Chinese University of Hong-Kong; Louis Barnes from Harvard Business School; Warren Bennis from the University of Southern California; Max Boisot, from the China-EEC Management Programme in Beijing; Carlos Cavallé, from IESE, Barcelona; Jaume Filella, from ESADE, Barcelona; Gay Haskins, from The Economist, London; Richard Holroyd, from Reckitt and Colman, Basle; Tom Meinhard, consultant in London; Gerardo Salvador, from the Roviralta Foundation, Barcelona; Vijay Sathe, from Claremont Graduate School in California; Joan Seix, from Difusora Internacional SA, Barcelona; Edgar Schein, from MIT, Cambridge (USA); the colleagues of the “Asociación Española de

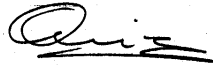
Profesionales en Desarrollo de la Organización" ("Spanish Association of Professionals in Organizational Development") and the "International Organizational Development Institute" (IODA) with headquarters in Washington.

We hope that the COS will fulfill, in the long term, the expectations of those who helped and encouraged us. And also ours.

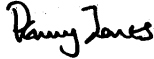
Sincerely,



José M. de Anzizu



Antonio de Anzizu



Penny Jones



David Parcerisas



Sybren Tijmstra

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#### FROM THE BY LAWS OF THE FOUNDATION

\* The Foundation José M. de Anzizu has been legalised as a private, non profit making institution subject to the Law of March 3rd 1982 and placed under the supervision, control and care of the "Generalitat de Catalunya", the Autonomous Regional Authority (art. n° 1)

\* The aim of the Foundation is to provide resources to promote and develop training and research activities, namely those related to management of organisations. The Foundation is entitled to create independent Centres for specific activities. (art. n° 4)

\* The economic resources of the Foundation will be the initial capital, the income, goods or rights which come from a donation, inheritance, grant or any other legal contribution as well as the income generated by the above. (art. n° 6)

\* The Foundation will be managed by a Board of no less than five and no more than nine persons. (art. n° 7) The members of the Board will be nominated for periods of five years from among individuals who are considered suitably qualified to meet the objectives of the Foundation and the Centres established. (art. n° 11)

\* In case of closure, the remaining assets will be given to other non profit making Public or Private Institutions with aims similar to those of the Foundation José M. de Anzizu (art. n° 25)

#### FROM THE REGULATIONS OF THE COS

\* The objective of the Center for Organisational Studies will be to facilitate, promote and develop the exchange of ideas and experiences related to the functioning of human organisations, in Catalonia as well as in Spain and other countries, with the ultimate aim to improve their efficiency in economic, social and human terms.

\* The COS will specially emphasize the contacts and exchanges between different groups of professionals who collaborate in organisations: managers, consultants, academics, etc., and also between individuals and institutions of different countries, cultures, and ideologies. It will always respect the rights of the individual as they are expressed in the Declaration of Human Rights of the United Nations.

#### ABOUT THE MEMBERS OF THE FIRST BOARD

**Jose M. de Anzizu** got his Master in Law at the University of Barcelona (1957) and followed an executive education program at Harvard Business School (PMD 1973). During his professional career he has always combined teaching (in Spain formerly at ESADE and the Autonomous University of Barcelona and since 1978 at IESE, and several other institutions in Europe, United States, Latin America and China) with consulting in the areas of Business Policy and Organisation. For a period of several years he managed the Spanish Consumer Goods Division of a well known multinational and at the present moment he is the owner of a family firm in the Real Estate Services sector.

**Antonio M. de Anzizu** has also a Master in Law from the University of Barcelona (1961) and is the owner-manager of an important legal firm which was founded by his grandfather in 1904. He has been one of the leaders in the introduction of computerised systems in the legal profession in Spain, as well as a pioneer in the application of modern management methods in professional services firms. In 1979 he was elected as President of the Professional Association of "Procuradores de los Tribunales de Barcelona", where he served until 1985. During this time he was also Vice-President of the same legal Association at national level. He is a Board member of several Foundations related to the legal professions.

**Penny Jones** graduated with an honours degree in Psychology and Political Institutions from Keele University, UK, in 1966. After working for some years in the public sector as a clinical and educational psychologist she joined the Tavistock Institute of Human Relations thus combining her interests in psychology and organisation. Her subsequent professional development was in action research, organisational consultancy and management development. For a period of four years she directed an independent treatment facility for young people, enjoying the combination of managing a small business, changing the organisation's culture and enabling the development of the people within it. She is now a director of PJR Management and Organisation Consultants based in London, UK.

**David Parcerisas** studied his MBA in Engineering and Economics at the University of Barcelona (1970 and 1979) and followed the International Teacher's Programme at Manchester Business School (1980). He has been Visiting Professor at the Faculty of Management Studies of University of Delhi (India) and the China-Europe Management Institute of Beijing (China). Since 1974 is the Director General of the Business School EADA, Barcelona. He has published several articles and papers on management issues.

**Sybren Tijmstra** studied Political and Social Sciences at the University of Amsterdam. After a spell with the Dutch Ministry of Defence as a Research Fellow in International Relations and Economic Affairs, he joined Nijenrode, Holland, in 1976. By 1981 he had become Director of both International Affairs and the Management Development Centre. From 1983 to 1987, he was Director of the EFMD. Throughout his career he has been active in promoting cooperation in management education across the world, in Europe, America and, recently, in China. He is currently Director of the International Conference and Study Center Drienerburgh at the University of Twente, the Netherlands.

#### **INFORMATION ON COMING EVENTS**

June 11 to 14 - EFMD Annual Conference, Oslo: **THE LEARNING ORGANISATION. THE CONTRIBUTION OF MANAGEMENT DEVELOPMENT TO EFFECTIVE COMPETITIVE PERFORMANCE.**

June 12 to 16 - International Consultants Foundation (ICF), Annual Meeting in Nimes (France).

June 28 to 30 - Standing Conference on Organizational Symbolism (SCOS) at INSEAD, in Paris: **THE SYMBOLICS OF LEADERSHIP.**

July 11 to 14 - European Group for Organizational Studies (EGOS), Colloquium in West Berlin: **THEORY AND PRACTICE OF ORGANIZATIONAL TRANSITION AND TRANSFORMATION.**

August 15 to 19 - 9th OD Institute World Congress in Algarve, Portugal.

September 23 to 28 - International Organization Development Association (IODA) Conference at Irsee (West Germany): **OD COPING WITH PRESSURE.**

October 11 to 14 - Strategic Management Society Conference in San Francisco: **STRATEGIES FOR INNOVATION.**

*We can provide information on the above meetings upon request.*

#### **COMING COS ACTIVITIES**

\* June 7th at IESE, Barcelona, in the afternoon. Lecture by Professor Edgar Schein followed by discussion on "The role of the consultant in planning and managing organizational change". Limited audience. Simultaneous translation from English into Spanish.

\* November 6th (afternoon) and 7th (all day) at EADA, Barcelona. Workshop on "Leadership" directed by Professor Warren Bennis of the University of Southern California. Limited audience. Simultaneous translation from English into Spanish.

Prof. Bennis will probably give one or two conferences in Holland at the beginning of november.

*Those who would like to receive additional information on the above, please fill in the form which is included in this Newsletter.*