Time & Location: December 5, 2013 at 11:00 AM in Engineering 2 312L
Title: A Holistic Framework for Transitional Management

For all business organizations, there comes a time when a change must take place within their eco-system. It consumes a great deal of thought and planning to ensure that the right decision is made as it could alter the entire course of their business for a number of years to come. This change may appear in the form of a brilliant CEO reaching the age of retirement, or an unsuccessful Managing Director being asked to leave before fulfilling the term of her contract. Regardless of the cause, a transition must occur in which a suitable successor is chosen and put into place while minimizing costs, satisfying stakeholders, ensuring that the successor has been adequately prepared for their new position, and minimizing work place gossip, among other things. It is also important to understand how the nature of the business, as well as its financial standing, effects such a transition.

Engineering and management principles come together in this study to ensure that organizations going through such a change are on the right course. As the problem of transitional management is not one of concrete values and contains many ambiguous concepts, one way to tackle the problem is by utilizing various industrial engineering methodologies that allow these companies to systematically begin preparing for such a change.

The Matrix of Change takes in many factors to layout an accurate representation of the direction in which an organization should be headed and how it can continue to grow and remain successful. The Theory of Constraints on the other hand is used here as a step-by-step guide allowing companies to be better organized during times of change. And System Dynamics modeling is where these companies can begin to simulate and solve the dilemma of transitional management using causal loop diagrams and stock and flow diagrams.

Through such tools a framework can begin to be developed, one that is valued by corporations and continually reviewed. Several case studies and simulation software will be used in order to demonstrate this modeling framework.

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Approved for distribution by Luis Rabelo, Committee Chair, on November 13, 2013.

The public is welcome to attend.