

Title: How To Mismanage Organisations: A Lawyer's Perspective

Speaker: Prof. Gabriel Moens

Abstract:

It is not unusual for employees to allege that the organisations they work for are mismanaged. Even if these allegations are unsupported, the fact that they are raised regularly justifies an examination of how organisations may be mismanaged. This key-note address focuses on actions or practices by senior management which may potentially result in the mismanagement of their organisations. In particular, Professor Moens will identify two interrelated management practices which constitute 'mismanagement': (1) the appointment of managers to their level of incompetence (the 'Peter Principle') which, in turn, may lead to occupational stress and low staff morale, and (2) the appointment of employees who are deemed to be less 'intelligent' than, or 'inferior' to, the appointees. The purpose of the lecture is to explore and to enhance sound management practices in organisations.