



eclam

European College of
Laboratory Animal Medicine

Collaboration, Personal Power and Trust: Imperatives of Effective Leadership

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Organized by the **European Society of Laboratory Animal Veterinarians (ESLAV)**. In collaboration with the **Swedish Veterinary Association (SVF)** and the **European College of Laboratory Animal Medicine (ECLAM)**

DAVID SCHOORMAN has been the Associate Dean for Executive Education at the Krannert School of Management, and an instructor in Purdue's EMBA and the Veterinary Management programs since 1990. He teaches in the areas of organizational behavior, organization theory, and human resource management. His current research interests include trust and stewardship in organizations, decision-making, leadership, and motivation. In 2007, Dr. Schoorman received the "Distinguished Educator" award from the Academy of Management, which is the highest award granted by the Academy. In 2006, Professor Schoorman was honored with an award by the Academy of Management Review for his article, "An Integrative Model of Organizational Trust" (with R. C. Mayer and J. H. Davis), Academy of Management Review. This article was recognized as the "Most influential article published in the decade of the 1990's."

WHERE?		Bosön , Lidingö, Sweden			
WHAT'S INCLUDED?		Seminar lectures, one-night hotel accommodation (single or double room), breakfast, lunch (2x), dinner, and coffee breaks.			
REGISTRATION		<table border="1"> <tr> <td>€450 - ESLAV, ECLAM, and SVF members</td> <td rowspan="2" style="text-align: center; vertical-align: middle;"><u>APPLY HERE</u></td> </tr> <tr> <td>€650 - non-members</td> </tr> </table>	€450 - ESLAV, ECLAM, and SVF members	<u>APPLY HERE</u>	€650 - non-members
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WEDNESDAY March 22, 2023	9:00 – 9:15	Welcome and introduction. <i>Rafael Frías</i>			
	9:15 – 10:30	Decision-making Group Dynamics and Conflict Resolution. <i>Review the advantages and disadvantages of making decisions in groups. Experience the dynamics of group processes that lead to better and worse decisions. Develop the proposition that diverse data combined with effective sharing leads to the best decision outcomes. Learn conflict resolution strategies for different types of conflict.</i>			
	10:30 – 11:00	Coffee/tea			
	11:00 – 12:30	Decision-making Group Dynamics and Conflict Resolution (Contd)			
	12:30 – 13:30	Lunch			
	13:30 – 15:00	Development and Effective use of Personal Power We will begin with an experiential exercise to illustrate the use of power in organizations. Leadership style can be classified according to power use with contemporary approaches favoring the use of personal power rather than institutional power. Discussions of effective power use and the consequences of misuse will draw on participant experiences.			
	15:30 – 16:00	Coffee			
	16:00 – 17:30	Development and Effective use of Personal Power (Contd)			
	17:30 – 19:30	Sauna/free time			
	19:30 – 21:30	Dinner			
21:30 – 23:00	Network activity/free time				
THURSDAY March 23, 2023	9:00 – 10:30	Interpersonal Trust: The measure of all relationships Review the definition of trust, how it is achieved, how it is sustained and what happens when trust is broken. Differentiate trust from related concepts that are often confused with trust. Explore what happens when trust is broken and what are the prospects and approaches for trust repair. Concepts will be illustrated with an experiential exercise.			
	10:30 – 11:00	Break			
	11:00 – 12:30	Interpersonal Trust: The measure of all relationships (Contd)			
	12:30 – 12:35	Concluding remarks. <i>Rafael Frías</i>			
	12:35 – 14:00	Lunch and network – close.			