The Lauder School of Government, Diplomacy and Strategy is inviting you to a School Seminar lecture by

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On
"The Impact of TMT Behavioral Integration and Complexity on the Performance of Strategic Business Units: The Mediating Role of Ambidexterity"

Tuesday, 12 January 2009, 11:30 a.m., Arison-Lauder Building (A-320)

Abstract
Little is known about how top management teams (TMTs) make balanced strategic decisions (exploration and exploitation) and spearheads organizational ambidexterity. To address the theoretical call to explore how TMTs can help create ambidexterity, we propose a theoretical model where TMT behavioral integration fuels behavioral complexity in a TMT that can result in organizational ambidexterity. Further, we argue that the relationship between TMT behavioral complexity and organizational ambidexterity is moderated by contextual ambidexterity. Drawing on research in the areas of leadership, TMT, organizational context and ambidexterity, we explore implications for future research.