

THE HONG KONG POLYTECHNIC UNIVERSITY  
DEPARTMENT OF MANAGEMENT & MARKETING  
DEPARTMENTAL RESEARCH SEMINAR

**Enhancing Individual and Team Adaptation:  
Learning, Regulation, and Development**

By

**Prof. Steve Kozlowski  
Michigan State University, USA**

Date: Monday, 28 June 2010

Time: 2:30 p.m. - 4:00 p.m.

Venue: M802

All interested are welcome

# Enhancing Individual and Team Adaptation: Learning, Regulation, and Development

## Abstract

A persistent observation across a broad sweep of organizational research is the rapid rate change in the workplace and the corresponding need for complex and adaptive capabilities for individuals, teams and organizations. Over the last decade or so, my students, colleagues, and I have been examining the concept of performance adaptation - both conceptually and empirically - at multiple levels of the organizational system. In this seminar, I will trace key aspects of this stream of research, examining how we have examined regulatory processes that underlie learning and adaptation, how we have manipulated and enhanced those processes, and how we have extended the paradigm to examine team regulation and learning. Time permitting, I will highlight the evolving directions of this line of work.