



Università
Ca' Foscari
Venezia

TITOLO PROGETTO: COPE - Change, Organizational Plasticity and Evolution

PROGRAMMA DI FINANZIAMENTO: DFF–Advanced Grant

BANDO: The Danish Council for Independent Research | Social Sciences

STRUTTURA (DIPARTIMENTO/CENTRO): DIPARTIMENTO DI MANAGEMENT

DATI FINANZIARI

Costo complessivo del progetto	Finanziamento Complessivo Assegnato
2,630,693	1,401,100

SINTESI DEL PROGETTO:

The purpose of this project is to establish a research program to address the challenge of organizational adaptation: In an increasingly global and dynamic world, our economic systems, financial institutions and social organizations must adapt, but how? The scientific knowledge about adaptation in social organizations is inadequate because we lack a basic understanding of the micro-processes that determine adaptive costs as well as the costs of enduring mis-adaptation. This is critical because the empirical evidence indicates an enormous scale of waste associated with both reorganizing social organizations and disposing of existing organizations. Given a lack of scientific knowledge on efficient adaptation – and the fundamental importance of this problem for the long term viability of firms, financial institutions and other social organizations in an increasingly global and dynamic world – the aim of this project is to understand the determinants of adaptive efficiency in social organizations. Following a common use in the natural sciences, we label this property of repeated efficient adaptation as plasticity. We leverage recent advances in the mathematics of learning and use them as foundation for our new organizational theory of plasticity. We expect that this project will have a major impact on theories of organizational adaptation and on the theory and practice of organization design. Our effort to advance extant theories on organizational adaptation builds on prior work and joint competence of our team, composed of: 1. the Strategic Organization Design Unit (SOD), University of Southern Denmark, led by Thorbjørn Knudsen, and 2. The Laboratory for Experimental Economics of Ca' Foscari University Venezia, led by Massimo Warglien. In 2008, Thorbjørn Knudsen defined a research program on organization design that made SOD the first FSE Research Unit in Denmark. The current project is an ambitious attempt to advance this program with an international team led by Thorbjørn Knudsen.

Inizio attività (previsione)	Fine attività (previsione)
01/01/2014	31/12/2018

PARTENARIATO:

1	University of Southern Denmark	Odense M (DK)	Coordinator
2	Ca' Foscari University VENICE	VENEZIA (IT)	Partner

SITO-WEB: <http://www.sod-research.com/cope>