3-3-2013

Business Innovation Group (BIG) News

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The Center for Entrepreneurial Learning and Leadership hosted University of Georgia’s Strategic Management Professor Allen Amason on Feb. 22 during a research seminar. Amason’s research mainly focuses on top management teams (TMTs) and their composition. In his speech, he explores TMTs and their competitive advantage.

Amason is the Chair of the Management Department in the Terry College of Business at the University of Georgia. His research has focused on strategic decision making and top management team processes. He has authored the book, Strategic Management: From Theory to Practice, and has been published in more than two-dozen articles and chapters.

Amason’s speech was titled, From Top Managers to Strategic Decision Makers, and took a CEO-centric view of the upper echelon. He explained that as a professional he focuses on organization performance. Always looking for a way for things to operate more efficiently, he has realized that performance always effects decisions.

According to Amason, improving conceptualization of the TMT should improve the understanding of how the TMT influences performance. TMTs typically have a stable core, with the CEO being a member of this core. The CEO is really the center of the process and thus their influence extends beyond input and authority over the decision itself.