



CBA ORGANIZATIONAL WISDOM INSTITUTE PROJECT

**ORGANIZATIONAL WISDOM STUDIO – I:
“A WISE APPROACH TO ADDRESSING
ANGER IN ORGANIZATIONS”**

*An interdisciplinary event hosting scholars, artists, and executives,
organized in affiliation with Sacramento State’s Global Entrepreneurship Week*

November 15, 2017, Wednesday, 6:00 pm
Tsakopoulos Library Galleria • 828 I Street, Sacramento

INTRODUCTION

The major drive for the event you are attending today has been to integrate scientific knowledge, artistic vision, and leadership experience to explore wisdom in organizations and society. More than 2000 years ago Socrates wisely stated: "Wisdom begins in wonder". Today's event will feature a very special group of people who have courageously decided to get out of their comfort zones to pioneer something quite unique to pursue their wonder: In a studio setting they will create an interdisciplinary platform to seek and build wisdom about a topic with high relevance for today's organizations and society. We welcome you to our first CBA Organizational Wisdom Studio hosted by Sacramento State's College of Business Administration, with a focus on: "A Wise Approach to Addressing Anger in Organizations".

We have decided to analyze anger in our first Wisdom Studio event for several reasons. First, there is myriad recent research showing that anger can lead to constructive outcomes, if managed properly, which contrasts with its strongly destructive outcomes that are commonly known in our society. Second, anger is a prevalent phenomenon in organizations, with research suggesting that about a quarter of people experience chronic anger in North American organizations. Third, for centuries anger has been expressed, depicted, and analyzed in a wide range of artistic forms, which we can learn from to explore how anger can be wisely utilized in organizations.

This event is our first significant step towards building a CBA Organizational Wisdom Institute, with a vision "to create a vibrant platform among academics, artists, executives, and students to gather, explore, generate, and communicate wisdom for organizations to enhance leadership capacities for pursuing happier organizational experiences in our society". Wisdom complements scientific knowledge. Scientific knowledge can tell people how to do things but not whether they ought to be done. Knowledge gives us the means whereas wisdom provides the context and direction. Whereas contemporary organizations have significantly supported and benefited from scientific knowledge, there seems to be a tendency to overlook wisdom, which creates a necessity to seek alternatives in which we can bring back wisdom into our collective awareness to more meaningfully pursue happiness in today's organizations. We are keen on building more projects like today's studio event to address this need. If you want to provide support for our efforts please connect with us via: cbaorgwise@csus.edu.



Professor Hakan Ozcelik

College of Business Administration, Sacramento State

EVENT PROGRAM

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| 6:00 pm | Reception |
| 6:15 pm | Welcome and introduction
(Ms. Nunziato and Professor Ozcelik) |
| 6:25 pm | Wisdom interview with
Professor Emeritus Windeshausen |
| 6:35 pm | Understanding anger in organizations from
a lens of research (Professor Geddes) |
| 6:45 pm | Wisdom Studio Session I: "Building Wisdom-Driven
Views about Anger"

- Anger in daily experiences from a lens of stories

- Anger and aesthetics from a lens of music (Professor Fisher)
- Insights from L.V. Beethoven's 5th Symphony
- Insights from W.A. Mozart's Magic Flute

- Anger in organizations from a lens of leadership (Mr. Gardemeyer
and Mr. Lambert)

- Anger in close relationships from a lens of theater (Ms. Nunziato)
- Insights from E. Albee's "Who's Afraid of Virginia Woolf?" |
| 7:35 pm | Intermission |
| 7:45 pm | Wisdom Studio Session II: "Wisdom Dialogues about Anger"
- "Aesthetics in Anger"
- "Anger in California"
- "Gender in Anger" |
| 8:15 pm | Wisdom forum about anger: Q&A with audience |
| 8:30 pm | Wisdom statements about anger |
| 8:35 pm | Concluding remarks from Dean Pierre Balthazard |
| 8:40 pm | Reception |

PANELISTS



Professor Robin Fisher is Professor of Voice in the School of Music at the Sacramento State and Director of *Lingua e Canto*, a summer program in Italy for college singers, which she founded in 2013. Her publications include a second edition of *American Art Song & American Poetry*, published in collaboration with scholar/performer Ruth Friedberg, and *The Selected Writings of John Duke* (2007). As a Fulbright Scholar, she studied voice at the Hamburg State Conservatory, and finished a Master in Music

degree with honors at the University of Vienna as a recipient of a Rotary Foundation grant. An opera career in Germany followed, and she went on to sing over 15 leading operatic roles in the cities of Prague, Paris, and Salzburg. Most recently she was heard with the Sacramento Opera in *Le Nozze di Figaro* as Susanna, and as Pamina in *The Magic Flute* with Townsend Opera. Recordings include works for flute and soprano (*The Nightingale Sings*), and sacred American art songs with pianist Dalton Baldwin (*God be in my Heart*). Fisher's students are active performers and teachers in major metropolitan centers in the U.S.A. and abroad.



Mr. Dennis Gardemeyer, a dyed-in-the-wool entrepreneur, has a much diversified business history. Dennis is currently the co-owner with Edward Zuckerman, and CEO and/or Chairman of a number of companies in northern California, including Heritage Land Company Inc., Delta Farms Packing Inc., Delta Growers Inc., and Heritage One Door and Carpentry. While he is best known in the Stockton area for his agricultural endeavors, in the Sacramento area he is perhaps better known for his past construction

and real estate development work. Although predominately retired for the past twenty years, through Gardemeyer Construction Company, Inc. and Gardemeyer Development Company, Inc., he built many real estate developments including apartment complexes, office buildings, and light industrial projects. He holds a BS and MBA in Finance from California State University, Sacramento, where he has been later named the Outstanding Alumnus Award. He is currently the chairman of the Sacramento State's College of Business Administration Advisory Council. In addition to his business activities, Dennis sits on a number of boards and is involved with or contributes to several charitable activities.

PANELISTS



Professor Deanna Geddes is faculty member and a former Chair of the Department of Human Resource Management in the Fox School of Business at Temple University. She received her doctorate degree from Purdue University in the fields of organizational communication and industrial psychology. She teaches at all levels in academe including undergraduate and graduate programs and is committed to helping her students "think new thoughts in ways that enhance their professional and personal lives."

Dr. Geddes' research on anger has been featured on *ABC World News Tonight* and several major media outlets, including the *Wall Street Journal*, *New York and Los Angeles Times*, *Chicago Tribune*, and the *BBC*. Her conceptual work and empirical studies appear in various prestigious academic journals including *Academy of Management Review*, *Academy of Management Learning and Education*, *Journal of Organizational Behavior*, *Human Relations*, *Journal of Business Ethics*, *Aggressive Behavior* and *Management Communication Quarterly*, among others. Her research interests focus on workplace emotion and performance feedback practices. Professor Geddes is the recipient of several teaching awards and honors. She has served as a management consultant to government, financial, pharmaceutical, insurance, and retail corporations.



Mr. Paul Lambert is a seasoned executive in the medical industry. His career includes roles in R&D, M&A, Corporate Finance, Management and Business Development. Mr. Lambert is a tactical leader who has successfully implemented comprehensive strategies for the growth and consolidation of middle market companies resulting in substantial revenue growth, timely business development, and improved overall company performance. He has negotiated multi-million long-term manufacturing contracts

and distribution agreements with Fortune 500 Medical companies including 3M, Baxter, BBraun, Kimberly Clark, Teleflex and others in US, Europe and the Americas. Mr. Lambert possesses a comprehensive understanding of medical mergers and acquisitions, corporate finance, company optimization and business plan execution. As an entrepreneur he has founded several medical technology companies, where he has actively been developing innovative medical devices. His experience includes the development of leading edge Neuromodulation and Drug Delivery Technologies. Mr. Lambert has been involved with various organizations such as the World Health Organization and the Pan-American Health Organization on medical reach-out programs for developing countries.

PANELISTS

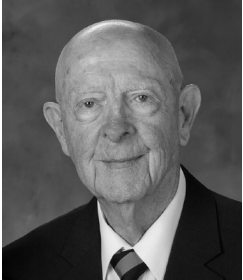


Ms. Elisabeth Nunziato is an acclaimed actor, director and producer. She produced and directed the feature film Stolen Moments now streaming on Amazon.com; Mahalia: A Gospel Musical for Gateway Media; and co-produced the comedy series pilot, Carpool. She is a Creative Partner with the national award-winning NK Media, a film and media production company. She is also a founding Company Member of The B Street Theatre, a professional new works theater company producing 18 to 20 contemporary works annually. Ms. Nunziato has directed or co-starred in over 40 productions at the B Street, most recently, the regional premieres of The Curious Case of the Watson Intelligence by Madeleine George, Detroit by Lisa D'Amour and Oblivion by Carly Mensch. Co-starring film roles include Phenomenon opposite Forest Whitaker with John Travolta and Robert Duvall. Ms. Nunziato is also a seasoned program host and voice-over actor. She makes her home in Northern California with her husband, fellow actor/producer, Jason Kuykendall.



Professor Hakan Ozelik is a faculty member and the Management and Organizations Area Leader in the College of Business Administration at the California State University, Sacramento. He has received his Ph.D. in organizational behavior from the University of British Columbia in Vancouver, Canada. He holds a double-major degree in management and political science, and an MBA from the Bosphorus University in Turkey. His research has been mainly focusing on the role of emotions in organizational life, including such topics as workplace loneliness, emotional climate, emotions and leadership, and emotions and decision-making, and anger. He has published in academic outlets such as Journal of Organizational Behavior, Organization Science, Journal of Managerial Psychology, Personnel Review, Journal of Management Education, Research on Emotion in Organizations, and the Academy of Management Best Papers Proceedings. During his career do date, Professor Ozelik has received the Outstanding Research Award at the California State University, Sacramento; Outstanding Teaching Awards from the UBC and the California State University, Sacramento; and several Research and Creative Activity Award and Pedagogy Enhancement Award grants. His research on emotions has been featured in outlets such as New York Times, The Guardian, Fortune Magazine, and Bloomberg.

PANELISTS



Professor Emeritus H. Nicholas Windeshausen received his Ph.D. in Marketing and Management from the University of Nebraska in 1962. Immediately he began working at the California State University, Sacramento in Marketing and Management Department, and retired from this University in 1992. He also took on administrative roles in the College of Business Administration, serving as the Coordinator of Graduate Studies, Coordinator of Undergraduate Studies, and the Associate Dean. He was instrumental in acquiring the AACSB accreditation for both the CBA Undergraduate (1963) and Graduate programs (1970). Professor Windeshausen is the founder and lifetime advisor of the Delta Sigma Pi Sacramento Chapter, and remains active with the fraternity today. He has established two endowed scholarships to help support students' education. He has been honored for his achievements in the academia and community, receiving the Distinguished Community Service Award from United Way in 1987, the Lifetime Achievement Award from Delta Sigma Pi in 2011, and an Honorary Doctorate of Pedagogy from Wayne State College in 2015.

NOTES

Horizontal lines for taking notes.

OUR SINCERE THANKS TO...

Our sponsor: Dr. Pierre Balthazard, *Dean, College of Business Administration (CBA)*

Administrative support: Mr. Al Frisone (*Sacramento State's Vice President for University Advancement*), Ms. Heather Leuterio (*CBA Dean's Office*),
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Ms. Sedef O'Connell, Ms. Melissa Sheldon (*Sacramento State's CBA Executive and Professional Development Programs*)

FOR FUTURE CONNECTIONS

We are keen on building more projects like today's studio event and establishing an Organizational Wisdom Institute. If you want to provide support for our efforts you are welcome to get connected with us by sending a message to: cbaorgwise@csus.edu.



SACRAMENTO
STATE

College of Business Administration

California State University, Sacramento
6000 J Street, Tahoe Hall 1010, MS 6088
Sacramento, CA 95819
(916) 278-6578 | (916) 278-5793

