



# CoCo Seminar Series Fall 2019

## A Systems Approach for Understanding Complex Organizations

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**Wednesday October 23, 2019 11:00am-12:00pm**  
**Engineering Building T-1 (Multipurpose Room)**



Organizations are highly complex entities, composed of individuals embedded within groups that must coordinate together to accomplish shared goals. However, despite the inherent complexity of organizations, much of organizational research aims to simplify these structures, resulting in potential missed opportunities for understanding critical aspects of organizational functioning. In this talk, I present a systems approach for understanding complex organizations that incorporates important aspects of context into investigations of system-level phenomena. Leveraging this perspective, I will discuss current work examining the impact of exogenous disruptive events on multi-team system leadership and communication in a multi-national military coalition. Results suggest that the size of the system involved in addressing disruptive events alters the optimal patterns of leadership and communication that are required to promote system-level recovery from those disruptions. Implications and future directions for a systems approach to studying complex organizations will be discussed.

Dr. Cynthia K. Maupin is an Assistant Professor of Organizational Behavior and Leadership for the School of Management at Binghamton University. She also serves as a Fellow of the Bernard M. & Ruth R. Bass Center for Leadership Studies as well as a Senior Consortium Research Fellow for the U.S. Army Research Institute (ARI). Dr. Maupin obtained her Ph.D. in Industrial-Organizational Psychology from the University of Georgia in 2019. Her research interests include leadership (leadership development, collective leadership, leadership emergence), teams (intra- and inter-team dynamics, multiteam systems, emergent team states), and advanced methodologies (network analysis, multilevel modeling, computational modeling).

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