

Cornell University  
School of Hotel Administration



旅遊學院  
INSTITUTO DE FORMAÇÃO TURÍSTICA  
Institute for Tourism Studies

# EXECUTIVE DEVELOPMENT PROGRAMME

## Leadership and Motivation

「領導與激勵」高級管理課程

26 – 27 May 2016

Course Leader

**Prof. J. Bruce Tracey**

Professor

School of Hotel Administration, Cornell University

# Executive Development Programme

## Leadership and Motivation

### 「領導與激勵」高級管理課程

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#### Course Description:

Given the increasing challenges faced by organisations today, it is critical to identify and develop leaders who can effectively leverage talent and organisational resources that are necessary for achieving long-term success. Unfortunately, many leaders do not possess the abilities and skills that are required to address the complexities and challenges that play out every day in organisational settings. While setting clear goals and facilitating cooperative behaviours are important, the processes by which leaders create a positive impact require a sophisticated understanding of people and work systems.

#### Key Benefits:

The primary purpose of this course is to address the real-world complexities faced by front-line leaders and their teams. Participants will gain insights about their personal leadership style and have opportunities to develop skills that promote effective teamwork that has a lasting effect. A variety of action-learning methods will be utilised throughout this programme, including assessments, large and small group discussions, and experiential exercises, to enhance personal, team, and organisational effectiveness.

#### Topics include:

- Personal leadership style
  - Effective means for enhancing team performance
  - Obstacles to team performance and methods for overcoming them
  - Skills for optimising team creativity and innovation
  - Opportunities for facilitating a positive and supportive team culture
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## Language

English

## Venue

Institute for Tourism Studies  
Colina de Mong-Ha, Macao, China

## Programme fee

Macao ID-holders: MOP8,650  
Non-Macao ID-holders: MOP14,840

## Registration Period

**22 March – 1 April 2016**  
(on first-come-first-served basis)

## Registration Form & Website

<http://www.ift.edu.mo/EN/ExecutiveProgrammes/Home/Index/284>

## For further information or enquiry

Tel: (853) 8598 1250  
Fax: (853) 8598 1283  
Email: [edp@ift.edu.mo](mailto:edp@ift.edu.mo)



## Disclaimer

We reserve the right to postpone or cancel the course. In the case of cancellation, participants will NOT be subject to any charge or compensation.

## About the Organisers



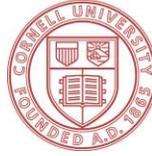
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## J. Bruce Tracey, Ph.D.

Professor Tracey joined the faculty of the School of Hotel Administration in 1992 after receiving his Ph.D. from the State University of New York at Albany. In addition to Cornell, he has taught in a variety of degree programmes, including TKK Executive School of Business, Helsinki, Finland; Cornell-Nanyang Institute for Hospitality Management, Singapore; Institut de Management Hotelier International, Paris, France; and Ecole Hotelière Lausanne, in Switzerland. He has also facilitated numerous executive education courses throughout North America, Europe, the Middle East, Africa, and Asia.



Focusing on human resources strategy and management, Prof. Tracey's research has examined a wide range of strategic and operational-level HR topics, including the impact of training initiatives on individual and firm performance, employee turnover, employment law, and leadership. A frequent contributor to the *Cornell Hospitality Quarterly*, he has been widely published in mainline human resources and management journals including *Personnel Psychology*, *Journal of Applied Psychology*, *Organisational Research Methods*, and *Journal of International Management*. Awards for his work include the Industry Relevance Award from the Cornell Center for Hospitality Research and the Best Management Development Paper Award from the Academy of Management.

Sponsors for Prof. Tracey's research and consulting include Four Seasons Resorts and Hotels, Hilton Hotels Worldwide, Marriott International, Mövenpick Hotels and Resorts, ClubCorp USA, and Uno Chicago Grill. Among other assignments, he has conducted leadership assessments, training evaluations, and HR strategy and programme evaluations.

From 2010-2013, Prof. Tracey served as the editor of the *Cornell Hospitality Quarterly*. Published for over 50 years, the *CQ* is the hospitality industry's foremost journal of applied research. As editor, he was responsible for directing the course of the journal and overseeing the double-blind review process.