

Exchange Week for foreign visiting professors
8 - 12 April 2024
Iscte, Lisbon

Professor Gediminas Baublys

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Administration

Country Lithuania

Brief CV

Bridging the realms of academia and real-world application, I stand at the intersection of science and practice, fervently committed to advancing the discipline of change management.

With a solid foundation backed by a doctoral degree in management and an illustrious career marked by leadership roles across diverse organizations, my journey is emblematic of a seamless confluence of theory and on-ground execution.

As a scholar and educator, I infuse rigorous academic methodologies into practical scenarios, ensuring that change management principles are not just theoretically sound but also pragmatically effective.

Simultaneously, as a practitioner, I feed invaluable real-world insights back into the academic sphere, enriching the discipline and ensuring its relevance in the dynamic business landscape. In my capacity as CEO of CHANGE LT and various pivotal roles in public and private sectors, I've experienced firsthand the nuances of leading strategic transformations. Whether it's orchestrating change at the governmental level or driving business revamps in the corporate realm, my approach remains rooted in robust scientific frameworks while remaining agile to the ever-evolving demands of practice. In my ongoing endeavors with global platforms like Association of Change Management Professionals, Change Management Institute, Academy of Management and educational commitments at Vilnius University, my vision

remains clear: to seamlessly integrate academic insights with hands-on expertise, elevating the standards of change management.

On-going research topic

Change Initiation, Organizational Change, Organizational Resilience, Organizational Attention

Relevant publications

Baublys, G. (2023). Scenting Out Change: The Role of Attention and Sensemaking in Proactive Transformation Initiation. In Academy of Management Proceedings (Vol. 2023.). Briarcliff Manor, NY 10510: Academy of Management.

Baublys, G. (2022). Organizational Theater and Change: Rethinking Qualitative Inquiry Through Stanislavski's System. In Academy of Management Proceedings (Vol. 2022, No. 1, p. 11744). Briarcliff Manor, NY 10510: Academy of Management.

Baublys G. (2020). Resilience Capacity Development: Prerequisites for Proactive Organizational Transformation. Proceedings of the 16th European Conference on Management Leadership and Governance (ECMLG 2020). Academic Conferences International, p. 295–302. DOI: 10.34190/ELG.20.047

Topic of lecture for the students

Leading Adaptive Change in Modern Organizations: Strategies for Navigating Uncertainty and Fostering Resilience

Outline of lecture for the students

1. Introduction to Change Management: 1) Definition and importance of change management in contemporary business

environments. 2) Overview of key change management theories and principles. 2. Understanding Change Dynamics: 1) Exploring psychological and sociological factors influencing individual and group responses to change. 2) Case study analysis of successful and unsuccessful change initiatives. 3. Leadership in Change Management: 1) Role of leadership in driving and managing change. 2) Developing essential leadership skills for guiding teams through transformation. 4. Strategic Approaches to Organizational Change: 1) Identifying types and scales of organizational change. 2) Aligning change management strategies with organizational goals and culture. 5. Tools and Techniques for Effective Change Implementation: 1) Utilizing change management tools for planning and implementing change. 2) Setting key performance indicators and measuring success metrics. 6. Navigating Organizational Culture in Change: 1) The significance of organizational culture in change management scenarios. 2) Strategies for fostering an adaptable and resilient organizational culture. 7. Interactive Session: Real-World Application: 1) Group discussions and role-playing exercises to apply theoretical concepts. 2) Participants will work on hypothetical scenarios to devise change management strategies. 8. Sustaining Change and Continuous Improvement: 1) Methods to embed change sustainably within the organization. 2) Celebrating achievements and reinforcing continuous improvement culture. 9. Q&A and Conclusion: 1) Open discussion for questions and clarifications. 2) Summarizing key takeaways and closing remarks.