



RICARDO ZAMORA ENCISO (MBA)

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Academic summary

Associate professor at the Department of Business Policy at ESADE Business School since year 2000. Currently collaborating at the Executive MBA and with some Executive Education programs.

He has participated in open Executive Synergy programs of Executive Education in years 2001 and 2002. He has given classes of Organizational Entrepreneurship at the MBA with the simulator of their own creation CEO. Has been speaker in different editions of the Family Business Management subject at the BBA. He has participated in Custom Programs since year 2001 with clients as COPO Ibérica, BBVA, AGBAR, Medichem, Lladró, Cobega, Unión Fenosa Gas, Banesto, ENCE, etc. He has been a professor of systems in the Hospital Management program. During the period 2006 to 2008 he was associate professor at the Senior Executive Program and at the Advanced Management Program for years 2009 to 2011. Has worked in the Welcome Week of the Bologna Masters at ESADE faculties.

Professional summary

He is the Managing Director of Training Games (www.traininggames.com). Training Games is an executive training consultancy that specialises in conceiving and developing unique training solutions directed at covering management needs in a changing and complex world. Its methodology – through games and simulation – is especially effective in developing systemic competencies.

He is the founder of the Cooplexity Institute (www.cooplexity.com). The Cooplexity Institute is an Oxford based organization focused on making know the Cooplexity model, a model of cooperation in complexity to manage interrelations and interdependences under uncertainty and changing environments.

Large and multinational companies such as Dannon, Heineken, Unilever, HP, Arbora & Ausonia (Procter & Gamble), Lafarge or Santander Banking Group are some of Zamora's customers.

He has taught seminars in countries such as Argentina, China, Italy, Mexico, Spain, UK and USA.

Education	<p>ESADE Business School MBA Master of Science in Business Administration 1984 – 1986</p> <p>ESADE Business School BBA Bachelor of Science in Business Administration 1980 – 1984</p> <p>Cognitive Edge Accreditation Practitioner Complexity & Narrative 2008</p>
Research Interests	Complex Adaptive Systems (CAS); Knowledge and Learning in Organisations; Cooperation, Collaboration and Teamwork; Distributed Leadership; Organisational Behaviour; Change Management; and Gaming and Simulation as training tool.
Honours and Awards	<p>Member of the ESADE's Leadership Development Research Centre focused on effective leadership and emotional and social competencies (Glead).</p> <p>The graduate dissertation titled "The Teamwork, a Valuable Resource in Complex Environments" was graded as outstanding <i>Summa Cum Laude</i>.</p>
Research	Zamora has specialized in the development of systemic competences and applies this program in large corporations with complex interrelationships. He is the creator of Synergy, an attended seminar that, for two days, submerges the participants in a situation of growing complexity, uncertainty and change. Using Synergy, he has observed some behaviour from managers that systematically appears when facing uncertain and complex environments. Synergy in fact reproduce a similar situation that those of the teams of project. Based on a research of 5 years observations he has developed a very robust and academically consistent cooperation model.
Published books	<p><i>"Cooplexity: A model of collaboration in complexity for management in times of uncertainty and change"</i>.</p> <p>More than ten years of research and five of data collection, rigorously presented in a book that describes an operational model of collaboration in situations of uncertainty and change. Organizations must face with the crisis, the permanent change and the uncertainty collectively from a standpoint of team and distributed leadership. Cooplexity aims at the development of teams in terms of collaboration for the improvement in performance and the development of synergies.</p> <p><i>"Teamwork: motivation, commitment and results"</i>.</p> <p>This book is a reduced version of the publication: "Cooplexity: A model of collaboration in complexity for management in times of uncertainty and change". Different from the original, with a more academic profile, the intention of this edition is to get be more educational without missing the rigor or the main contents of the model.</p>

See the books at <http://stores.lulu.com/RicardoZamora>

Groups and Associations [System Dynamics Society](#)
[NASAGA](#) North American Simulation and Gaming Association

Languages Spanish (native speaker), English (fluent), Catalan (fluent), French (good understanding), Mandarin (basic).

Web 2.0 Professional profile in [LinkedIn](#)
Professional videos in [YouTube](#)
Professional presentations in [SlideShare](#)
Personal blog in [WordPress](#)
Social network in [facebook](#)