Magnify is a spring semester academic program, presented by the Center for Positive Organizations (CPO), that brings Positive Organizational Scholarship (POS) to top University of Michigan students in order to learn, identify, and employ POS principles.

As a sub-field in the area of management and organizations studies, POS empowers leaders to create positive work environments that improve the culture of their workplace and build high-performing organizations that enable people to thrive.

The Magnify program welcomes 40 undergraduates with a demonstrated interest in POS-related practices and research. Most Magnify students are in business or organizational studies academic degree programs.

The course has three components: classroom work, action-learning, and an integrated reflection. The class will meet daily from May 3-June 16, 2016 with the week of June 6-10 spent off-site at a partner organization. Past partner organizations include Cascade Engineering, DTE, Henry Ford Health Systems, Neutral Zone, and Menlo Innovations.
WHY BECOME AN ORGANIZATIONAL PARTNER?

Deliverables
• Get a fresh look at your positive practices
  Magnify students will reveal your positive practices and offer recommendations to amplify those practices. Students use a framework taught by U-M faculty to assess capabilities such as compassion, engagement, resilience, inclusion, and flourishing.

Benefits
• Gain exposure to groundbreaking positive organization research
  Guided by pioneers in the field of Positive Organizational Scholarship, student teams will introduce the latest research and tools to your organization.

• Build relationships with U-M’s brightest students
  Hosting a team of Magnify students for one week offers them first-hand experience with your organization and gives you a chance to take the pulse of the next generation of leaders.

WHAT DOES IT MEAN TO BE A PARTNER?
• Host a team of four students at your organization for the week of June 6-10, 2016.
• Identify a dedicated, engaged liaison from your organization who will work directly with Magnify students and Center staff.
• Build an agenda for students to interview key organizational members. See calendar addendum for a full week sample work plan.
• Identify the capability and project scope with Magnify teaching team in advance of the students arrival.
• Underwrite your team’s action learning expenses. The cost is $4,400 for a team of four students. Thanks to our generous donors, the fee is waived for non-profits and government organizations. Some sponsorship money is available to offset the cost for other partners where need is demonstrated.

To learn more about Magnify, visit: positiveorgs.bus.umich.edu/magnify

Center for Positive Organizations
EQUIPPING LEADERS TO BUILD GREAT PLACES TO WORK

Michigan Ross is working to redefine “business” as a place of purpose, contribution, and growth—for individuals and society. That belief in the power of business as a force for positive change in the world is reflected here at the Center for Positive Organizations.

Over the last 15 years we have earned international recognition for our impact on research and practice. We are the lead research hub focused on the leadership, strategies, systems, culture, and practices of high-performing organizations that enable people to be their best selves in the workplace.

“They live and breathe the project that is determined in collaboration with the organization and report out at the end of their time. We found it not only interesting, it was incredibly useful for our team.”

Fred Keller
Founder and chair of Cascade Engineering, 2015 Magnify Organizational Partner

To learn more about the Magnify Immersion Program, contact Betsy Erwin, Senior Associate Director, at 734 763-9171 or berwin@umich.edu.

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### MAGNIFY SAMPLE STUDENT WEEK

Below is a skeletal point of reference for partner organizations. With the support of the Center for Positive Organizations staff, this schedule can be built out to fit the needs and priorities of your organization.

<table>
<thead>
<tr>
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<tbody>
<tr>
<td><strong>9:30 AM</strong></td>
<td>Students greeted by host, on-boarded, review of week’s schedule</td>
<td>Students interview key staff</td>
<td>Students interview junior staff/interns</td>
<td>Students prep for presentation</td>
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<td></td>
<td>Students attend company orientation or tour organization</td>
<td>Students interview team</td>
<td>Students observe staff/team meeting</td>
<td>Students present findings and opportunities to leadership team/Magnify host</td>
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<tr>
<td></td>
<td><strong>12:00 PM</strong></td>
<td>Students interview key staff</td>
<td>Students interview key staff</td>
<td>Students interview key staff</td>
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<tr>
<td></td>
<td>Students have lunch with host and/or member of leadership team</td>
<td>Students have lunch on their own</td>
<td>Students have lunch with host and/or member of leadership team</td>
<td>Students depart host organization</td>
</tr>
<tr>
<td></td>
<td><strong>1:00 PM</strong></td>
<td>Students have lunch with host and/or member of leadership team</td>
<td>Students have lunch with host and/or member of leadership team</td>
<td>Students depart host organization</td>
</tr>
<tr>
<td></td>
<td>Students observe staff/team meeting</td>
<td>Students interview key staff</td>
<td>Students interview team</td>
<td>Students depart host organization</td>
</tr>
<tr>
<td></td>
<td><strong>3:00 PM</strong></td>
<td>Students interview key staff</td>
<td>Students observe client meeting</td>
<td>Students depart host organization</td>
</tr>
<tr>
<td></td>
<td>Self–directed student team debrief</td>
<td>Students interview key staff</td>
<td>Students observe training session</td>
<td>Students depart host organization</td>
</tr>
<tr>
<td></td>
<td><strong>ON/OFF SITE ACTIVITIES</strong></td>
<td>Students interview key staff</td>
<td>Students interview key staff</td>
<td>Students interview key staff</td>
</tr>
<tr>
<td></td>
<td>Self–directed student team debrief</td>
<td>Students interview key staff</td>
<td>Students interview key staff</td>
<td>Students interview key staff</td>
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<tr>
<td></td>
<td><strong>6:00 PM</strong></td>
<td>Students interview key staff</td>
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<td>Students meet with U-M Magnify coach/professor for additional debrief and creation of action plan</td>
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<td><strong>OFF SITE ACTIVITIES</strong></td>
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