



COURSE DESCRIPTION CARD - SYLLABUS

Course name

BASIS OF TEAM MANAGEMENT [S5SD1>PZZ]

Course

Proposed by Discipline

–

Year/Semester

2/3

Level of study

Doctoral School

Course offered in

English

Form of study

full-time

Requirements

elective

Number of hours

Lecture

4

Laboratory classes

0

Other

0

Tutorials

0

Projects/seminars

0

Number of credit points

1,00

Coordinators

dr Rafał Prendke

rafal.prendke@put.poznan.pl

Lecturers

dr Rafał Prendke

rafal.prendke@put.poznan.pl

Prerequisites

Knowledge: Student has basic concepts of Management and basic concepts of Economics; Student has general knowledge about how companies work and what are their main drivers. Skills: Student is able to acquire the knowledge from available sources (literature, Internet) and to drive conclusions from Case Studies. Social competences: Student can cooperate with mates in the team and has good communication skills.

Course objective

The main aim of the subject is to build awareness of the students of major managerial challenges in the contemporary organizations. The student will learn the subject of team management, practical aspects of organization management, social communication elements and key tasks of the manager in the field of human resource management. The student will develop her / his basic managerial competences with theoretical background and practical aspects.

Course-related learning outcomes

Knowledge:

A PhD student who graduated from doctoral school knows and understands:

1) mechanisms of functioning of complex socio-technical systems characteristic of modern organizations, [P8S_WG/SzD_W01]

2) in -depth economic, legal, ethical, social and psychological aspects included in professional activities in the area of team management and organization's resources, [P8S_WG/SzD_W02]

3) the fundamental dilemmas of contemporary civilization to a deepened extent, including legal, political, economic, ethical and moral changes affecting a modern leader, [P8S_WK/SzD_W05]

Skills:

A PhD student who graduated from doctoral school can:

- 1) develop and properly use methods and tools for solving complex problems that are characteristic for team management or select and use existing and known methods and tools, [P8S_UW/SzD_U01]
- 2) implement the organization's management assumptions, including planning activities, schedule, define specific goals and tasks, criteria for their achievement and build employee teams, identify resources and determine the control methodology, [P8S_UW/SzD_U03]

Social competences:

A PhD student who graduated from doctoral school is ready to:

- 1) Student shows creativity and entrepreneurship [P8S_KK/SzD_K03]
- 2) Student is ready for playing professional job roles that are required but current economies [P8S_KO/SzD_K06].

Methods for verifying learning outcomes and assessment criteria

Learning outcomes presented above are verified as follows:

Test - exam (colloquium) in writing

3 - 50.1%-70.0%,

4 - 70.1%-90.0%,

5 - from 90.1%

Programme content

1. Basic concepts and definitions of leadership, management, the role of the boss and manager in an organisation.
2. The most important tasks of a manager in the field of team management; differences and similarities between the role of a manager and a charismatic leader - exercise.
3. Fundamentals of team management: the most important features of a team, team roles, synergy effect, social loafing effect, Apollo syndrome, Brooks' law in team management.
4. Management styles: characteristics of the most important styles and the circumstances of their use, the impact of style on the situation, the situational model of management,
5. Blanchard-Hersey leadership model.

Course topics

1. Leadership - theory and practice.
2. Leader vs Manager.
3. Teamwork and team roles.
4. Leadership styles.

Teaching methods

Convocation lecture, keynote method, talk, debate, flipped classroom method.

Case studies, role-plays, business stories, simulation didactic games, business exercises.

Multimedia presentation including illustrations and examples.

Bibliography

Basic:

1. Ashkenas R. Naville B. Harvard Business Review Leader's Handbook: Make an Impact, Inspire Your Organization, and Get to the Next Level. HBR. 2018.
2. Harvard Business Review Manager's Handbook: The 17 Skills Leaders Need to Stand Out. HBR. 2017.
3. Pacana A. Praca zespołowa i liderzy. Oficyna Wydawnicza Politechniki Rzeszowskiej. Rzeszów 2017
4. Stoner J., Freeman E., Gilbert D. Management. Pearsons. 1995.

Additional:

1. Griffin R. W. Fundamentals of Management. Cengage. 2022

Breakdown of average student's workload

	Hours	ECTS
Total workload	25	1,00
Classes requiring direct contact with the teacher	4	0,00
Doctoral student's own work (literature studies, preparation for laboratory classes/tutorials, preparation for tests/exam, project preparation)	21	1,00