

27631 - Team Management

Syllabus Information

Academic year: 2023/24

Subject: 27631 - Team Management

Faculty / School: 109 - Facultad de Economía y Empresa

Degree: 450 - Degree in Marketing and Market Research

ECTS: 6.0

Year: 4

Semester: Second semester

Subject type: Compulsory

Module:

1. General information

The main goal is to learn the concepts of leadership and motivation, in relation to the understanding of the variables that define the real, high-performance team and the competencies of management.

Given the subject's focus on ethical and conscious leadership for change management and innovation from the high-performance team, and given that high performance is defined in a quality context that includes economic, social and environmental performance, the subject relates to all the SDGs of the UN 2030 Agenda (<https://www.un.org/sustainabledevelopment/en/>), in such a way that the acquisition of the learning results of the subject provides training and competence to contribute to their achievement.

2. Learning results

- Identify the concept of Team Management and leadership within the paradigms of leadership, and its scope, function and importance in organizations.
- To think critically and strategically about leadership and team management as an engine of innovation and business success, and of economic and social development.
- To know how to identify some tools that enable a solution to critical team management problems; To provide the general outline of the elements of leadership, motivation, competencies and tools of analysis and participation necessary for efficient and resilient team management.
- Communicate orally and in writing, knowledge, ideas and results of the activities and work performed, learning how to plan them and optimize time

All of the above will be carried out in accordance with the values of ethics and good professional practices, as well as the values of democracy and respect.

3. Syllabus

CHAPTER 1: Leadership.

- Classical leadership theories
- The "New Leadership
- Leadership competencies
- Authentic Leadership and Theory U
- Coaching

CHAPTER 2: Motivation.

- Human needs
- Classical theories of motivation
- Commitment management

CHAPTER 3: Teamwork.

- Groups in organizations

- Advantages and disadvantages of teamwork
- The equipment performance curve
- The role of the coordinator
- Team competencies

CHAPTER 4. Command competencies

- Communication
- Interview
- Conflict management
- Analysis of problems and decisions

CHAPTER 5. Management tools for teams

- Problem analysis and decision making
- Generation and evaluation of alternatives

4. Academic activities

The teaching-learning is channelled with participative lectures including cooperative work; reflecting, discussing and solving practical cases and readings in a first phase; afterwards there is a second phase of autonomous individual work and delivery of the cases.

The evaluation work of 60% of the subject, carried out autonomously in a team, is tutored by interacting with the students continuously.

Master classes: 30h

Practical classes: 30 h

Autonomous work (individual/team): 87h

Assessment tests. 3h

The methodology of classes and their evaluation will revolve around face-to-face classes, but if circumstances require it, they may be held online.

5. Assessment system

A global evaluation system is carried out in the TWO CALLS.

This system consists of a written test, on the official date established by the Center. This written test consists of two parts: i) Written test to evaluate theoretical concepts (40% of the grade); and ii) Case analysis to evaluate practical aspects (60% of the grade).

In order to pass the subject, the weighted average must be equal to or higher than 5 points out of 10. In order to calculate this average a minimum score of 1 point out of 4 must be obtained in the written test and 2 points out of 6 in the practical part (case analysis). If any of these minimums are not met, the student will receive a failing grade.

Those students who wish to do so can anticipate the practical part of the global exam (60% of the total grade) by carrying out a series of activities throughout the semester. Specifically, a written work will be carried out as a team and presented orally, after the obligatory delivery of all the activities proposed during the course. Students who, having advanced this part (doing ALL the activities) wish to improve their grade, must take the global test and pass the minimum grades required.

SECOND CALL: Global Evaluation as described in the first call for proposals

In the regular evaluation work, the knowledge, understanding and ability to use and integrate the concepts studied, the absence of formal errors and the clarity and order in the presentation of results will be assessed, as well as the degree of accuracy in answering the questions posed in the presentation and in the exam test. If it is necessary to support a final grade after the global evaluation, the reflection and ideas in each work or intervention, as well as the regularity of active participation in the development of the classes may be assessed.