Syllabus

Team Management and Leadership

Master's Degree
Field of Knowledge – 07 Management and administration
Specialty - 073 Management
Educational scientific program - International management

Year of Study: 1 Semester: 1
Number of credits: 5 Teaching language: English

Course Instructor

Ph D, Batryn Natalia

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Course Description

Effective management is closely linked to the interaction of many people, which combines the planning and coordination of their joint activities, including conflict management. Managers face the challenges of influencing individuals, teams, organizational systems. As technology evolves, managers need to combine their forces to achieve common goals. Today new leaders (not managers) coordinate teamwork. Some management theorists argue that personnel management will give way to modern discipline, team management. The purpose of studying the discipline "Team Management and Leadership" is to develop students' theoretical knowledge and practical skills to use modern methodologies and tools for the effective team formation and management.

The knowledge and skills acquired in the study of discipline can be implemented in management and executive activity in any sphere of national economy.

Course Structure

Hours	Theme	Outcomes	Tasks
4/2	Theme 1. Team management. Development of teamwork skills. Team building: essence, types and stages of development.	Learn the fundamentals of the basic concepts and categories of team management; characteristics of the influence of various factors on the behavior of people in teams.	Tests, group discussion, situational tasks, case studies.
4/2	Theme 2. Life cycle of the	Know and apply basic team	Tests, group discussion,

	team. Team structure. Team roles. Team rules.	management tools.	situational tasks, case studies.
4/2	Theme 3. The nature of a leader's work in a team: roles, functions, necessary skills and competence.	Be able to choose effective tools for managing teams, to ensure the formation of team culture and support team development. Be able to apply leadership theories in team management.	Tests, group discussion, situational tasks, case studies.
4/2	Theme 4. Communications in a team: procedures, techniques of problem analysis and decision-making in a team.	Be able to apply communication theories in team management, identify leadership, and distribute team roles.	Tests, group discussion, situational tasks, case studies.
4/2	Theme 5. Team management methods: essence, varieties, relationship of functions and methods.	Be able to apply leadership theories in team management and distribute team roles.	Tests, group discussion, situational tasks, case studies.
4/2	Theme 6. Motivation and responsibility in the team.	Be able to develop motivation in teamwork.	Tests, group discussion, situational tasks, case studies.
4/2	Theme 7. Conflict management in the team.	Be able to develop and implement conflict prevention measures.	Tests, group discussion, situational tasks, case studies.
2/1	Theme 8. Monitoring team performance.	Be able to effectively monitor Team performance. Be able to apply leadership theories in team management.	Tests, group discussion, situational tasks, case studies.

Learning Recourses

1.   Batryn N. , Verhun L. Use of online role-play/case-study method in students' leadership skills development. Збірник наукових праць «Педагогічні науки». Херсон: Херсонський державний університет. 2021, № 96. – С 98-105. http://www.ps.journal.kspu.edu/index.php/ps/article/view/4469/3943
2.   Batryn Natalia. Wartime leadership in the context of organizational change theories. International Science Journal of Management, Economics and Finance. Vol. 1, No. 1, 2023.
3.   Adzic, S., Kostic, R., Milunovic, M., Tot, T. S., Jeremic, D., & Stanojevic, S. (2022). Role of Team Management in Modern Business Conditions. ODITOR - Journal for Management, Finance and Law, 2022(1), 63–84.

4.   Bai, Y., Lin, L., Li, P. P. (2018). How to enable employee creativity in a team context: A cross-level mediating process of transformational leadership. Journal of Business Research, 69, 3240-3250. doi:10.1016/j.jbusres.2016.02.025

5.   Carmeli, A., Paulus, P. B. (2019). CEO ideational facilitation leadership and team creativity: The mediating role of knowledge sharing. Journal of Creative Behavior, 49, 53-75. doi:10.1002/jocb.59

6.   Edmondson, A., Bohmer, R., & Pisano, G. (2019). Speeding Up Team Learning. Harvard Business Review, 46–53.

7.   Georgiades, S. (2022). Organization Management – Dynamic Creative Team Coordination. Springer Nature. https://doi.org/10.1007/978-3-658-37509-6

8.   Leadership in teams. Retreived from www.free-management.-ebooks.

9.   Managing People Textbook, 2018, Foulks Lynch Ltd.

10.   Neumann, W., Mulder, R. (2018). Team reflection linking transformational leadership and team innovativeness. EAWOP Conference, Oslo, Norway.

Grading Policies

Deadline and retake policy: Modules are retaken with the permission of the dean's office if there are good reasons (for example, sick leave).

Academic Integrity Policy: write-offs during control work are prohibited (including using mobile devices).

Visiting policy: Attending classes is a mandatory component of the assessment. For objective reasons (for example, illness, international internship, and other reasons), training can take place online with the permission of the university administration.

Grading

Course requirements include the following major independent measures of learners' competency.

Credit module 1	Credit module 2	Credit module 3	Credit module 4
20%	20%	20%	40%
1. Participation in classes: 4 Themes of 10 points each. 2. Written paper - max. 60 points.	1. Participation in classes: 4 Themes of 10 points each. 2. Written paper - max. 60 points.	1. Preparation of CPIT - max. 40 points. 2. CPIT defense - max. 40 points. 3. Participation in trainings - max. 20 points.	1. Tests (5 tests - 5 points) - max. 25 points. 2. Theoretical question - max. 25 points. 3. Case study - max. 50 points.

Final course grade:

ECTS		
A	90-100	excellent
B	85-89	good
C	75-84	good
D	65-74	satisfactory
E	60-64	satisfactory
FX	35-59	failed (with an opportunity to retest)
F	1-34	failed (with no opportunity to retest)