

GROUP DYNAMICS AND TEAM DEVELOPMENT

Course code	<i>MNG256</i>
Compulsory in the programmes	<i>Entrepreneurship and Innovation</i>
Level of studies	<i>Undergraduate</i>
Number of credits and	<i>6 ECTS (48 contact hours + 6 consultation hours + 2 hours of examination, 106 individual work hours)</i>
Course coordinator (title and name)	<i>Akos R. Wetters</i>
Prerequisites	<i>None</i>
Language of instruction	<i>English</i>

THE AIM OF THE COURSE:

The main aim of the course is to provide knowledge and understanding of group dynamics processes and principles of effective team development. The course is designed to help students in developing both intellectual and emotional understanding of many aspects of personal and group dynamics. It is designed to help you develop strategies, skills, and techniques to improve interpersonal and group dynamics in classroom settings as well as in the real world. Students will develop action plans to improve your interactions in your everyday life.

MAPPING OF COURSE LEVEL LEARNING OUTCOMES (OBJECTIVES) WITH DEGREE LEVEL LEARNING OBJECTIVES (See Annex), ASSESSMENT AND TEACHING METHODS

Course level learning outcomes (objectives)	Degree level learning objectives (Number of LO)	Assessment methods	Teaching methods
CLO1. Can apply theories and models of person perception, communication and group dynamics to analyzing and improving workplace relationships and groups.	BLO1.1., BLO1.2., BLO2.1., BLO4.1., BLO4.2., BLO4.3.	A personal reflection essay on a group project and exam	Individual study, reflection and discussions
CLO2. To be able to critically evaluate own leadership style and skills for further development as an effective team member.	BLO2.1., BLO4.1., BLO4.2., BLO4.3.	A personal reflection essay on a group project and exam	Group project, practicing, reflecting, and discussions
CLO3. To able to reflect upon and apply various collaboration and conflict solving technics in various group settings.	BLO1.2., BLO2.1., BLO4.1., BLO4.2., BLO4.3.	A personal reflection essay on a group project and exam	Individual study, practicing, reflecting, and discussions
CLO4. Can identify an interpersonal problem and design a change plan based on an understanding of social science theories or models.	BLO1.1., BLO1.2., BLO2.1., BLO4.1., BLO4.2.,	A personal reflection essay on a group project and exam	Individual study, practicing, reflecting, and discussions

	BLO4.3.		
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ACADEMIC HONESTY AND INTEGRITY

The ISM University of Management and Economics Code of Ethics, including cheating and plagiarism are fully applicable and will be strictly enforced in the course. Academic dishonesty, and cheating can and will lead to a report to the ISM Committee of Ethics. With regard to remote learning, ISM remind students that they are expected to adhere and maintain the same academic honesty and integrity that they would in a classroom setting.

COURSE OUTLINE

Topics	In-class hours	Readings
Create personal infographic	2	Pre-course activity TBA
Mindset and Positive Psychology	5	TBA
Team and Cultural Dynamics	5	TBA
Constructive Feedback and Psychological Safety	5	TBA
Communication and Presentation Skills	5	TBA
Creative Problem Solving (Double Diamond)	5	TBA
Project Management and Agile Practices	5	TBA
Synthesis and Pitch & Demo Day	5	TBA
Personal Coaching	5	
Update personal learning portfolio	6	Homework for the next day
	Total: 48 hours	

FINAL GRADE COMPOSITION

Type of assignment	
<i>Group evaluation 75%</i>	
Daily progress pitches and short presentations	25
Daily team coaching sessions	25
Final team pitch on the last day	25
<i>Individual evaluation 25%</i>	
Self-reflection learning portfolios	25
Overall score:	100

DESCRIPTION AND GRADING CRITERIA OF EACH ASSIGNMENT

(Provide short descriptions and grading criteria of each assignment)

1. Presence and active participation (showing effort and demonstrating a positive attitude) during the course are mandatory.
2. Formative assessment: during each day, students will conduct succinct pitches and presentations about the results of the assignments and their progress. They will also participate in short team coaching sessions.
3. Summative assessment: each team presents their learning journey, and the individual students craft a Personal Learning Portfolio (including the pre-course infographic).
4. Evaluation in the course is based on both the ongoing formative assessments during the week and the summative assessment on the final day. To **9-10 points** requires the demonstration of extraordinary achievements beyond what can be expected from showing active participation and a positive attitude.

RETAKE POLICY

In case of failing, the student has to complete an additional assignment. It will replace individual evaluation and will count 25 %. The lecturer reserves the right to choose the form of the exam (multiple choice/ open answer questions/ essay).

REQUIRED READINGS

Isaac, M. & Carson, K. (2016). *A Guide to Belbin Team Roles: How to increase personal and team performance*. BRIDGE Publishing.

Egolf, D., Chester, S., Forming Storming Norming Performing: Successful Communication in Groups and Teams Gergen, K.J., Schrader, S.M. & Gergen, M. (2009), *Constructing Worlds Together: Interpersonal Communication as Relational Process*. Boston, MA: Pearson

Dainton, M., & Zelle, E. D. (2017). *Applying communication theory for professional life: A practical introduction* (4th ed.). Thousand Oaks, CA: SAGE.

ADDITIONAL READINGS



Susan A. Wheelan, Maria Åkerlund, Christian Jacobsson. Creating Effective Teams. A Guide for Members and Leaders. SAGE. SIXTH EDITION, 2020

Edmondson, A. C., & Lei, Z. (2014). Psychological safety: The history, Renaissance, and future of an interpersonal construct. Annual Review of Organizational Psychology and Organizational Behavior, 1(1), 23–43. <https://doi.org/10.1146/annurev-orgpsych-031413-091305>

Delizonna, L. (2017). High-performing teams need psychological safety. Here's how to create it. Harvard Business Review, 8, 1-5.

Other literature will be announced on the e-learning system.

ANNEX

DEGREE LEVEL LEARNING OBJECTIVES

Learning objectives for the Bachelor of Business Management

Programmes:

International Business and Communication,

Business Management and Marketing,

Finance,

Industrial Technology Management,

Entrepreneurship and Innovation

Learning Goals	Learning Objectives
Students will be critical thinkers	BLO1.1. Students will be able to understand core concepts and methods in the business disciplines
	BLO1.2. Students will be able to conduct a contextual analysis to identify a problem associated with their discipline, to generate managerial options and propose viable solutions
Students will be socially responsible in their related discipline	BLO2.1. Students will be knowledgeable about ethics and social responsibility
Students will be technology agile	BLO3.1. Students will demonstrate proficiency in common business software packages
	BLO3.2. Students will be able to make decisions using appropriate IT tools
Students will be effective communicators	BLO4.1. Students will be able to communicate reasonably in different settings according to target audience tasks and situations
	BLO4.2. Students will be able to convey their ideas effectively through an oral presentation
	BLO4.3. Students will be able to convey their ideas effectively in a written paper

Learning objectives for the Bachelor of Social Science

Programmes:

Economics and Data Analytics,

Economics and Politics

Learning Goals	Learning Objectives
Students will be critical thinkers	ELO1.1. Students will be able to understand core concepts and methods in the key economics disciplines
	ELO1.2. Students will be able to identify underlying assumptions and logical consistency of causal statements
Students will have skills to employ economic thought for the common good	ELO2.1. Students will have a keen sense of ethical criteria for practical problem-solving
Students will be technology agile	ELO3.1. Students will demonstrate proficiency in common business software packages
	ELO3.2. Students will be able to make decisions using appropriate IT tools
Students will be effective communicators	ELO4.1. Students will be able to communicate reasonably in different settings according to target audience tasks and situations
	ELO4.2. Students will be able to convey their ideas effectively through an oral presentation
	ELO4.3. Students will be able to convey their ideas effectively in a written paper