MGT-477

Improve your group effectiveness

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Cursus	Sem.	Type
Managmt, dur et tech	MA2	Obl.

Language of teaching	English
Credits	3
Withdrawal	Unauthorized
Session	Summer
Semester	Spring
Exam	During the semester
Workload	90h
Weeks	14
Hours	**2.3 weekly**
Courses	2.29 weekly
Number of positions	**40**

Il n'est pas autorisé de se retirer de cette matière après le délai d'inscription.

Remark

Courses given on IMD Campus.

Summary

During the leadership integration sessions, you will learn what are the conditions for a team to effectively work together. You will explore the stages of group development and team dynamics. You will analyze team performance through the lens of the BART model.

Content

The core of the course will take place physically on the IMD campus as indicated on the program schedule. These days will be interactive and participatory; therefore, attendance is mandatory for all days.
At the end of the Leadership integration sesssions, you will be coming away with a personal development plan. In addition to the days you spend on IMD campus, we will ask you to meet with a small group of your classmates at least twice throughout the semester to discuss your progress and hold each other accountable. In addition, one essay will be assigned and due at the end of the semester. The essay submission will be required for completion of the course and will hopefully aid you in consolidating your leadership development reflections throughout the semester.

- Use outdoor problem-solving exercises to explore group dynamics
- Explore boundaries, authority, roles and task as a framework for group dynamics
- Explore your relationship with trust, its roots and how to improve it
- Learn the importance of giving and getting feedback
- Receive valuable feedback from you peers and practice giving developmental feedback to others
- Set a behavioral development plan for yourself which you will practice and implement throughout the rest of the program

Keywords

#Leadership
#Team Dynamics
#Care to dare framework
#BART model
#boundaries
#authority
#trust

#feedback
#action plan

Learning Prerequisites

Important concepts to start the course

The Personal and Professional Identity Narrative (PPIN). Please allow 3-4 hours to write this before coming to IMD.

Learning Outcomes

By the end of the course, the student must be able to:

- Analyze personal contribution and role in a group context
- Analyze Key drivers of team performance
- Predict how team dynamics unfold if not addressed
- Recognize the importance of feedback and know how to give constructive feedback

Teaching methods

Experiential exercises
Lectures

Expected student activities

Read the book
Switch: How to Change Things When Change Is Hard by Chip and Dan Heath
Publisher Bantam Doubleday Dell Publishing Group Inc

Assessment methods

The total number of 3 credits attributed to your course would be spread between lectures, exercise sessions and project-based work.
It is a pass/fail course based on your active participation to all classes and a final essay, with learning validated in an end-of-semester oral exam.

Resources

Bibliography

Book: *Switch: How to Change Things When Change Is Hard* by Chip and Dan Heath
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Ressources en bibliothèque

- Find the references at the Library