

BUSI60022: Leading Teams & Organisations

Esther Canonico Martin

E: e.canonico-martin@imperial.ac.uk

OFFICE HOURS

By appointment

MODULE DESCRIPTION

It is widely recognised that there is an increasing need to equip you with soft skills that complement hard skills or technical skills required for a job you are trained to do. Soft skills fulfil an important role in shaping individuals and improving their performance at work. Working with others, leading teams, making unbiased decisions, and managing conflict are some of the soft skills that are relevant in the workplace. Developing soft skills can greatly contribute to not only enhancing existing expertise but also achieving career goals while increasing job satisfaction.



This module will help you answer a number of questions: Why do some leaders prove effective, while others do not? Is it good to have conflict in teams? How can social networks help organisations or individuals achieve their goals?

It is based on the premise that effective leadership requires an in-depth understanding of both yourself and how organisations work. It will provide you with tools to get work done effectively with and through others. The module focuses on two aspects of managing and leading organisations: First, we explore how to influence and motivate others to get cooperation for your own goals. Topics include negotiation, leading and managing teams, motivation, and personality. Second, we explore topics at the organisational level that coordinate individual work to meet business objectives such as organisational culture and change

LEARNING OUTCOMES

By the end of the module, you will be able to:

- Develop self-awareness of own individual personalities, motivation preferences, and negotiation and leadership styles.
- Acquire analytical skills that will be used in identifying, diagnosing and evaluating key organisational issues
- Practice behavioural skills that will improve student's effectiveness as a leader
- Work productively in a team situation to produce a team assignment.

MODULE CONTENT (this structure may vary slightly)

Weekly topics:

Session 1: Introduction to Organisational Behaviour and Employee Motivation

Session 2: Personality and Individual Differences

Session 3: Decision-Making
Session 4: Negotiation and Conflict Resolution
Session 5: Working in Teams
Session 6: Understanding Social Networks
Session 7: Leadership
Session 8: Organisational Culture and Change
Session 9: Power and influence
Session 10: Group presentations

TEACHING METHODS

This is a hands-on module designed to provide you with feedback about yourself as a person and as a leader. There will be exercises to help you learn more about your personality and your personal strengths, as well as simulations that give you experience with negotiation and leadership. The class format of discussions structured around cases or videos means that there is also opportunity for debate and engagement.

ASSESSMENT

The module will be assessed by:

- Coursework 100%