Managerial competencies for entrepreneurs

Academic Year: (2020 / 2021) **Review date: 09-07-2020**

Department assigned to the subject: Mechanical Engineering Department

Coordinating teacher: NIETO SANCHEZ, MARIA JESUS

Type: Electives ECTS Credits : 3.0

Year : 1 Semester : 2

OBJECTIVES

This subject seeks to inform students what skills and competencies that an entrepreneur must have or acquire to succeed in developing a new business project. The following competences will be acquired:
- Ability to perform creative thinking that allows the generation and development of ideas that add value to new business projects.
- Ability to implement a policy system and advanced human resources practices for efficient management of people that will generate better business performance.
- Ability to successfully manage a business project in diverse and multicultural environments and in different institutional frameworks
- Ability to critically analyze public policies to promote entrepreneurship, being able to make efficient use of support mechanisms made available to the entrepreneur by public institutions.
- Ability to critically analyze cases of actual companies and draw from them conclusions relevant to business practice.

DESCRIPTION OF CONTENTS: PROGRAMME

Topics included in the programme:
Introduction to social skills: learning and development.
Attitudes , motivations and social styles.
Assertiveness, conflict resolution and negotiation.
Leadership styles and practices .
Creativity and teamwork .
Management of diverstiy.
Knowledge management.
Ethics in managing people

LEARNING ACTIVITIES AND METHODOLOGY

Classroom activities:

a) Theoretical classes:

b) Analysis of case studies and readings:
Case studies, monographic lectures and articles, which have been prepared in advance by students.

c) Learning through experience:
Students practice different situations and reflect on their own behavior and that of their peers.

Studentl work:
a) Preparation of case studies and readings:

b) Study:

ASSESSMENT SYSTEM

Thes three elements are established to evaluate student's assessment:
Class participation (30 %)
Resolution of case studies and readings (30 %)
Final exam (40 %)

This assessment is applied both in the ordinary and extraordinary call

% end-of-term-examination:	40
% of continuous assessment (assigments, laboratory, practicals…):	60

BASIC BIBLIOGRAPHY

- Foster, J. J. Motivation in the workplace. En: N. Chmiel y otros (ed.). Introduction to work and organizational psychology: a european perspective. Malden, Blackwell Publishers, 2000
- Goberna, R. Aprender a liderar equipos, Paidós, 2001
- Perkins, D. Lecciones de liderazgo: las diez estrategias de Schakleton, Desnivel, 2009
- Yukl, G. Liderazgo en las organizaciones, Prentice Hall, 2008

ADDITIONAL BIBLIOGRAPHY

- Campoy, D. M. Gestión emprendedora: estrategias y habilidades para el emprendedor actual., Ideaspropias Editorial SL., 2005
- Ury, W., Fisher, R. y Patton, B. Obtenga el sí: El arte de negociar sin ceder, Penguin Group, 2011