

Academic Year: ( 2023 / 2024 )

Review date: 02-06-2023

Department assigned to the subject: Transversal matters

Coordinating teacher: TINEO ALVAREZ, ANGELES

Type: Compulsory ECTS Credits : 3.0

Year : 3 Semester :

**REQUIREMENTS (SUBJECTS THAT ARE ASSUMED TO BE KNOWN)**

None

**OBJECTIVES**

At the end of the program students will be able to:

- Learning the elements and principles that constitute leadership relationships.
- Identifying the personal styles that best fit a particular management style.
- Learning the basic skills to manage and motivate the members of the team.
- Recognizing strong points and improving one's own.
- Training the adjustment and change tools in order to increase performance and excellence.
- Optimizing communication processes so as to foster internal and external interaction.
- Expanding knowledge and skills needed to manage conflicts in a team.
- Learning useful resources in order to manage complex situations in interpersonal relationships.
- Affording wider knowledge about the process of decision-making, as well as further resources for it.
- Identifying and managing difficult thoughts and emotions linked to conflicts (external and internal).

**DESCRIPTION OF CONTENTS: PROGRAMME**

1. Conscious leadership. Fundamentals and current context. Definitions of leadership and different current approaches. Differences between leadership and management. Environments of leadership application: Self, interpersonal relationships, teams and organisations. Creative competencies and reactive leadership tendencies. Relationship between conscious leadership and decision-making.
2. Leading-me Self-awareness: Values, strengths and weaknesses, natural communication preferences, natural leadership style and beliefs. Emotional intelligence and its relationship to leadership. Types of motivation: Intrinsic and extrinsic and my motivational elements. My decision making and its relation to the above.
3. Leading my relationships with others. The relationship with others: Necessary elements to take into account. Key skills in relating to others. Working on effectiveness in relationships with others.
4. Leading in a team. Acting as a leader and as a member of a team. Practical application for conflict management, decision making, commitment and motivation within a team.
5. Leading within an organisation. Broadening the team-organisation view with a systemic perspective. Organisational archetypes. Relationship between organisation and team performance.

**LEARNING ACTIVITIES AND METHODOLOGY**

Teaching hours are distributed in accordance to the following activities:

1. Exposition of different topics related to the program content.
2. Analyses of practical cases.
3. Role-playing.
4. Creation and presentation of practical exercises.

**ASSESSMENT SYSTEM**

Final exam in the official exam session: 0 points.

Continuous assessment: 10 points of the overall grade.

- Attendance at 85% of the classes is compulsory in order to pass the course (i.e. 12 of the 14 classes).
- Active participation in the classes.
- Completion of exercises and practical activities in class and through Aula Global.
- Two written assessment tests: one in the 7th class, a short development test that will deal with the contents worked on in the previous classes; another in the 14th class: a development test on the whole

of the syllabus taught in which students must summarise the contents dealt with and draw conclusions on the practical applications of the same at a professional level. They must also write a conclusion and personal self-assessment on the level of development they consider they have reached in the skill to which the subject refers.

- There may be other assessment tests that will be indicated in the weekly planning.

Percentage weight of the Final Exam: 0

Percentage weight of the rest of the evaluation: 10

Please note that, in accordance with current regulations, each enrolment in cross-disciplinary subjects, as in this case, will involve a single call and, in those cases in which the continuous assessment process includes a test, this must be taken during the timetable and in the classroom reserved for classes, as these cross-disciplinary subjects do not have a date reserved in the official exam calendars.

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| <b>% end-of-term-examination:</b>   | 0   |
| <b>% of continuous assessment (assignments, laboratory, practicals...):</b> | 100 |

#### BASIC BIBLIOGRAPHY

- D. Gray, S. Brown, J. Macanufo Gamestorming: 83 juegos para innovadores, inconformistas y generadores del cambio, Deusto, 2012