Degree competences to which the subject contributes

Specific:
2. Understand the applications of business organisation.

Transversal:
820071 - LD - Leadership and Management

Teaching methodology

The subject is based on the work developed at the classroom, where contents are explained, and practical activities and group presentations take place. There is a practical approach of the topics, especially on the techniques and tools that are useful in management.

Learning objectives of the subject

To learn the Leadership and Management functions, as the way to excellence.
To acquire the knowledge to place a company (or any organization) in a strategy to find the excellence.
To understand the importance of the Strategic Planning practice in the company and in the organizations.
To know how to manage the basic elements of the Strategic Planning model.
To learn about Change Management, its difficulties and causes.
To know and to assess the importance of the Human Capital Management as a strategic factor in companies and organizations. To introduce the basic elements of the Human Resources policies.
To introduce the Organization Design and, in particular, the "new" structural designs of the companies and organizations from the Knowledge Society.
To introduce the companies' and organizations' Audit Executive.

Study load

<table>
<thead>
<tr>
<th>Total learning time: 150h</th>
<th>Hours large group:</th>
<th>45h</th>
<th>30.00%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hours medium group:</td>
<td>0h</td>
<td>0.00%</td>
<td></td>
</tr>
<tr>
<td>Hours small group:</td>
<td>15h</td>
<td>10.00%</td>
<td></td>
</tr>
<tr>
<td>Guided activities:</td>
<td>0h</td>
<td>0.00%</td>
<td></td>
</tr>
<tr>
<td>Self study:</td>
<td>90h</td>
<td>60.00%</td>
<td></td>
</tr>
</tbody>
</table>

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# 820071 - LD - Leadership and Management

## Content

### The Management function and Leadership function.

| Description: | The unit focuses on the management and leadership concept in a company or organization from the reflection on this topic during the 20th century until nowadays. |
| Related activities: | -To attend classes.  
-2 individual essays and 1 essay in a group of two people among different aspects of the unit. |
| Specific objectives: | -To know the management function.  
-To know the leadership function.  
-To discuss among management function and leadership function. |

### Organization design. Relations with the environment.

| Description: | The unit focuses on the organizations design and about the considerations that the interactions with the environment deserve. |
| Related activities: | -To attend classes.  
-An essay in a group of two people about the content of the unit. |
| Specific objectives: | -To know how and why the organization design works.  
-To know the new organization models from the knowledge society. |
The unit focuses on the importance of the strategic thinking and proposes a strategic planning model.

**Related activities:**
- To attend classes.
- An essay (individual at the beginning and afterwards in group), and an essay in a group of two people about the content of the unit.

**Specific objectives:**
- To be aware of the importance to have a strategic thinking.
- To know the most used model in strategic planning.

The unit focuses on the role of the Audit Executive linked with the planning and persecution of the aim of the company or organization.

**Related activities:**
- To attend classes.
- An exam about the content learned in class.

**Specific objectives:**
- To know the role of the Audit Executive beyond the analysis of the financial statements.
- To know the ERP and the Balanced Scorecard.
In each unit there will be exercises, essays and tests that together will provide the qualification of each unit. Each activity does not necessarily have the same weight in the final qualification. To be evaluated in a unit you must hand in all the essays and assist regularly at class.

The first unit, the second unit, and the sum of the third and the fourth units together, represent each the 25% of the final qualification of the subject (total 75%).

The 20% of the final qualification is a final essay about Leadership.

The final 5% of the evaluation is the generic competence (Entrepreneurship and Innovation) which will be evaluated upon exercises, essays and tests that are suitable to assess this competence.

There will be a final exam for the students that have not passed the subject during the continued evaluation and the students that want to increase their qualification.

**Qualification system**

**Description:**
The unit is a synthesis of the four units presented before and adds an extension about the role of the leaders.

**Related activities:**
- A final essay about the leadership of a well-known person from a company or an organization.

**Specific objectives:**
- To have a synthesis of the subject and a global vision of the leadership function.

**Learning time:** 30h
- Theory classes: 12h
- Self study: 18h

**Qualification system**

- In each unit there will be exercises, essays and tests that together will provide the qualification of each unit. Each activity does not necessarily have the same weight in the final qualification. To be evaluated in a unit you must hand in all the essays and assist regularly at class.
- The first unit, the second unit, and the sum of the third and the fourth units together, represent each the 25% of the final qualification of the subject (total 75%).
- The 20% of the final qualification is a final essay about Leadership.
- The final 5% of the evaluation is the generic competence (Entrepreneurship and Innovation) which will be evaluated upon exercises, essays and tests that are suitable to assess this competence.
- There will be a final exam for the students that have not passed the subject during the continued evaluation and the students that want to increase their qualification.

**Regulations for carrying out activities**

There are no specific rules.

**Bibliography**

**Basic:**
