

Exchange Week for foreign visiting professors  
12<sup>th</sup> – 16<sup>st</sup> of March of 2018  
ISCTE-IUL, Lisbon

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**Professor: Marzena Fryczyńska**

**University: Warsaw School of Economics**

**Country: Poland**

### **Brief CV**

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I have worked at Warsaw School of Economics since 2008. I received my PhD degree in 2003 regarding a topic of human resources management in knowledge intensive companies. My teaching experience covers courses for bachelors, masters and post graduates' students, in a broad field of human resources management, conducted mainly in English. In case of teaching and scientific development I visited several universities and scientific institutions in USA, South Korea, Estonia, Finland, Russia, Lithuania, Hungary, Czech Republic, Great Britain. I am interested in career and development, competences management in HRM, leaders competences' profile, specific evaluation method Assessment and Development Center, and networking as organizations and employees feature, as well. Research outcomes I used to publish and present during conferences in international perspective, also. My recent scientific project "Networking competences of knowledge worker" is funded by National Science Center and which I run in American and Belarussian cooperation.

### **On-going research topic**

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Evaluation of leaders' competences by assessment and development method.  
Networking competence of employees. Individual and organizational perspectives

### **Topic of lecture for the students**

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**Are you a future leader? Methods for assessment and development & Networking – how it works for your professional career?**

### **Outline of lecture for the students**

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During the lecture, I would share the insight of leadership characterized as competences profile. During the class, the competences of leader will be set and defined, reliable and valid method of competences assessment will be characterized (Assessment and Development Centers), 3/ possible tools of leadership development will be shown. Students will have possibility for taking active part of the lecture and try self and other assessments of leadership competences. Networking is a part of professional and business career which influence finding a new job, getting things done easier, career success, advancement and employability. Networking as the competence relies on establishing and maintain contacts by face to face and remote contacts which will be assessed and then trained.