

Summer School Lisbon Syllabus

Subject:

LEADING HIGH-PERFORMANCE TEAMS

Lecturers:

Professor M. Travis Maynard

Associate Professor and Chair of the Department of Management at Colorado State University;
 Ph.D. in Organizational Behavior at the University of Connecticut;
 Extensive research in the areas of team effectiveness and leadership Management, Brand Identity, Marketing.

Professor Patrícia Costa

Assistant Professor at Iscte Business School, Department of Human Resources and Organizational Behavior
 Academic research interests focus on team effectiveness, leadership and virtual/hybrid work

Course Structure:

| |
|-----------------------------------------------------------------|
| Course Title: LEADING HIGH-PERFORMANCE TEAMS |
| Department: Human Resources and Organizational Behaviour |
| Target: Bachelor or Master students |

| |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Pre-requisites: MGT 305 or MGT 320 course |
| <p>Objectives:</p> <p>This course is designed to assist students build the skills necessary to function as members of effective and supportive teams.</p> <p>This course will focus on how motivation, communication, technology, decision making, creativity, leadership, and conflict management can enhance organizational team effectiveness.</p> <p>At the end of the course, students will be able to:</p> <ul style="list-style-type: none"> • Apply contributions from Management, Organizational Behavior, and Human Resource Management research to effectively work with others within organizational settings. • Familiarize you with the role of leaders and team members and the behaviors of both that support team efficiency and effectiveness. • Practice activities utilized by effective managers and members of teams. • Advance your understanding of human behavior in the work place. |
| <p>Assessment:</p> <p>The evaluation system is computed as follows:</p> <ul style="list-style-type: none"> • Examinations (45%): 3 exams (15% each) • Group Paper & Presentation (35%) • Case Write-up (10%) • Class Participation & Preparation (10%) |
| <p>Teaching Method:</p> <p>A combination of experiential exercises, case discussions and lectures will be used to teach students how to work within, and manage high-performance teams.</p> |

Reading:

- Making the Team: A Guide for Managers. Published by Pearson Prentice Hall (3rd edition).
- Cases

References:

- Additional materials will be posted, or handed out in class.