

Implementation plan Finished

Study unit	Leadership and management (01400), 5.0
Implementation	SWG1611: 1/2016-2017 (01.11.2016 - 23.02.2017)
Type	PARTICIPATORY DEVELOPMENT (G118)
Groups	Primary: SWG214SN Others :
Involved in the project	
Lecturers	Mika Hentunen
Number of participants	Minimum: 20 Maximum: 40
Enrolment period	16.05.2016 08:00 - 31.05.2016
Main timing for implementation	On working days during daytime
Applicability	For exchange students: Yes For elective studies: Yes Open UAS student: Yes Suitable for virtual UAS: No
Teachers	Hentunen Mika (Teacher in charge)
Campus	Laurea Otaniemi
Main location for implementation	At the campus
Implementation method	Optima realization/student group Language: English Virtuality: 0 cr Integration of R&D: 0 cr
Implementation class	
Focus areas	
Evaluation at the latest	01.03.2017 Storing of graded material ends.: 23.12.2017
Exam days	Real: 23.2.2017 Re-exams: 16.03.2017, 20.04.2017
Having completed the study unit the student is able to	
Previous studies	

Learning events

Date	o'clock/at h		Subject	Content	Status	Teachers
18.11.2016	9.15		Leadership theories. Myers-Briggs personality types	Myers-Briggs personality types and for which purpose they are useful and which not. Development of leadership thinking. Leadership theories. Challenges for today's leadership. Key questions in leadership. Trait theories, Managerial Grid, authoritarian/democratic/laissez-faire leadership types. Theory X and Theory Y		
23.11.2016			Work motivation and incentives	Herzberg motivational and hygiene factors. Maslow hierarchy of needs. Theory X and Y. Other motivational theories. Financial and non-financial incentives. Effect of a payraise in work motivation. Giving feedback on good performance		
01.12.2016			Handling Conflicts at Workplace	Transformational/Transactional/Laissez-Faire leadership style. Advantages or positive outcomes of a conflict in a working place. Fisher & Ury's method of Principled negotiation. Thomas-Kilmann model of conflict styles. Escalation of a conflict. Practical what-to-do list for a supervisor in conflict situation		

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08.12.2016			Change Management and Organizational Culture	Importance of management commitment in change processes Change resistance - negative and positive Stages in change process? (unfreezing, changing, refreezing)? (Lewin 1951) Other: Denial, Anger, (Trading), Mourning, Adaption Why is interaction more important than policies, procedures, manuals Attitude-centered and role-centered approaches What is organizational culture and how can it be changed?		
12.01.2017				Teams and supervision Functional, cross-functional, self managed and virtual/top executive teams Different leadership styles of teams After-activity reviews Building a team Problems in teamwork by group size, status differences and other reasons		
19.01.2017			Areas of HRM & Implementing Layoffs			
26.01.2017			Gender, Diversity and Cross-Cultural Leadership	Cultural value dimensions Cultural clusters Glass Ceiling phenomenon Legal, ethical and succes aspects of negative discrimination of employees		
02.02.2017			Finnish Labour market and it's characteristics	Laws and agreements in Labour market: constitution, common labour laws, collective agreement, employment agreement Main labour laws: The Employment Contracts Act (työsopimuslaki), The Collective Agreements Act (työehtosopimuslaki), The Non-Discrimination Act (yhdenvertaisuuslaki), The Working Hours Act (työaikalaki), The Annual Holidays Act (vuosilomalaki), The Act on Cooperation within Undertakings (yhteistoimintalaki) Handling disputes at workplace Strikes and other industrial actions		