

Implementation plan Finished

Study unit	Organisational Management and Leadership (A0141), 10.0
Implementation	MFA1311: 1/2013-2014 (26.08.2013 - 20.12.2013)
Type	DEVELOPMENT OF CORE COMPETENCES IN THE FIELD (A022)
Groups	Primary: MFA12SN Others :
Involved in the project	
Lecturers	Matvejeff Pekka, Kuusela Anssi
Number of participants	Minimum: Maximum:
Enrolment period	20.05.2013 08:00 - 02.06.2013
Main timing for implementation	
Applicability	For exchange students: Yes For elective studies: No Open UAS student: No Suitable for virtual UAS: No
Teachers	Matvejeff Pekka (Teacher in charge), Harmoinen Päivi (Other teacher), Kuusela Anssi (Other teacher)
Campus	Laurea Leppävaara
Main location for implementation	
Implementation method	Optima realization/student group, Other method of implementation, Project/venture/R&D Language: English Virtuality: 2 cr Integration of R&D: 2 cr
Implementation class	
Focus areas	
Evaluation at the latest	19.01.2014 Storing of graded material ends.: 19.12.2014
Exam days	
Having completed the study unit the student is able to	mmmmm
Previous studies	
Previous studies, more information	Managing Facilities or equivalent
Learning objectives	Students gain competence in using various managerial tools to support and maintain work productivity; students understand the meaning of social responsibility in changing managerial situations; students know the human resource management process and are able to apply the national and EU-level legislation into working life.
Contents	Self leadership and managerial tools; Change management; Organizational culture and values; Human resource management; Work legislation in Finland and in the EU
Study material	To be announced
Tutoring and communication	Teamwork; tutorial and feedback sessions with the teachers and one-to-one; progress reports; workshops
Evaluation criteria and methods	Evaluation and assessment is based on the general competence assessment criteria and the Quality Assurance System set by Laurea UAS Overall course assessment: excellent 5 - fail 0 All learning exercises have to be accomplished and passed in order to get credits A more detailed assessment criteria for the course is announced in Optima at the beginning of the course
Project (name)	Utilization of ongoing projects in Laurea for learning purposes is examined at the beginning of the course.
R&D methods	LbD model; development and user-driven oriented research methods
Other arrangements	Lectures, various learning exercises, group work, progress reports, virtual learning (Optima), co-operation with the FM Network and other Helsinki metropolitan area organizations are utilized in the implementation of the course. A detailed course plan will be announced in the end of August. The published course plan is prior to changes.

Learning events

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Date	o'clock/at h		Subject	Content	Status	Teachers
05.09.2013	9-		Introduction to the Course	Objectives of the Course; Content and assessment. Organizing study work. Management framework and various drivers affecting management and leadership (PEM). Introduction to Change Management (PHA)		Päivi Harmoinen, Pekka Matvejeff
12.09.2013	9-11:30		Change Management	Changes in business environment. Case NSN What is Change Management? Launching the exercise 1.		Päivi Harmoinen
19.09.2013	9-		Change Management	9.00-9.45: Agenda and the ways of working. Case: Cultural aspects in change management MEA and Iran; visitor Farnaz Abroon, project manager NSN 9.45-11.30: Human response to change; change resistance, exercise 12.30-15.00: Independent working, preparation for company interviews		Päivi Harmoinen
26.09.2013	9-11:30		Change Management	9.00-11.00: Tools for implementing change 11.00-11.30: Case: Cultural aspects in Change Management: India Speaker via Skype: Tabatha Cole, Director, Sustaining Change, Australia		Päivi Harmoinen
03.10.2013	9-16		Culture in organizations	Organizational culture and values The benefits and challenges of managing across cultures; the importance of the global mindset for managers. Values circles; how to identify individual, interpersonal, organizational and societal values. Launching exercise 2 on culture Sources: Hofstede, G. 1991 or other editions (also available in a digital form); Schein, E. 2004. Organizational Culture and Leadership; OCAI Assessment (see Optima); Articles and slides in Optima. Be prepared to work the whole day		Pekka Matvejeff
10.10.2013	9-14		Change Management	Coaching session for exercises (PHa) & change management tools Agenda: 9:00 - 9:20 team 1 9:20 - 9:40 team 2 9:40 - 10:00 team 3 10:00-10:10 break	Coaching	Päivi Harmoinen

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				10:10 -10:30 team 4 10:30 -10:50 team 5 10:50 -11:10 team 6 11:10 -11:30 team 7 11:30-12:30 lunch 12:30 - 14:00 change management tools Change management tools		
17.10.2013	9-		Organizational Behavior	External and internal effects on organizational behaviour Work life balance; Stress Free-concept; Organizational design and behaviour; New Ways of Working –concept; coping with change		Pekka Matvejeff
24.10.2013	9-		Case Law	Work legislation in Finland and in the EU Launching the exercise 3		Anssi Kuusela
31.10.2013	9-		Working in Groups	No lecture; separate instructions are given for this day		Anssi Kuusela
07.11.2013	9-16		Leading people and performance	Self-leadership and managerial tools The nature of managerial work; how to manage yourself; How to manage your team Applying strategic thinking into management issues How strategy is linked into organizational management and leadership? Be prepared to work the whole day		Anssi Kuusela
14.11.2013	9-		Tutoring: change management	9- 11:30 Tutoring: change management report (by Päivi H) Teams: please reserve the time slot in Optima.		Päivi Harmoinen, Anssi Kuusela
21.11.2013	9-		Human Resource Management	Introduction to HRM 9- 10 Recruiting process Visitor: Petri K. Vuorinen, NSN Employer and employee branding		Pekka Matvejeff
28.11.2013	9-		Human Resource Management	Special issues in HRM HRD (Human resource development), life-cycle thinking in HRD		Pekka Matvejeff
05.12.2013	9-		Checkpoint Charlie	Change Management presentations (ppt) 09:00-09:15 team 1 09:15-09:30 team 2		Päivi Harmoinen, Pekka Matvejeff

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				09:30-09:45 team 3 09:45- 10:00 team 4 10:00- 10:15 team 5 10:15- 10:30 break 10:30- 10:45 team 6 10:45- 11:00 team 7 Cultural Exercise presentations starting at 12.30 p.m. Feedback session		
12.12.2013	9-		Feedback and closing of the Course	Feedback on Case Law exercise Closing of the Course		Päivi Harmoinen, Anssi Kuusela, Pekka Matvejeff