



## Seminar on Collaborative Competences

Cod. 20172

Course Syllabus

M. Magni, G. Bagnato, B.Gehrke

a.y. 2010/2011

### COURSE LEARNING OBJECTIVES

The seminar focuses on important elements of managerial competence, including understanding, leading and working effectively in teams. The multicultural composition of the student body will be used as a laboratory in order to develop conceptual and experiential knowledge and competencies required for international management. The competences this workshop wants to enhance are:

- Understand the importance of team work
- Getting to know group dynamics
- Acknowledge and manage differences in working styles
- Developing an effective team through leadership skills
- Develop the competencies for working with people from different cultures.

### TEACHING AND LEARNING METHODS

Attendance is required. The learning process consists of a variety of learning activities designed as workshops which are based upon case studies, class discussions, and experimental exercises. Moreover, students will be provided with a bibliography of not-mandatory readings for supporting their learning experience on the major topics.

Students will be assigned to teams. These teams will work together for the duration of the course on various exercises. Team dynamics play an important role in developing the right start of the program and help students to develop personal skills necessary to manage successfully in a global environment.

### MATERIALS AND EXAMINATION

All materials will be distributed by instructors during their sessions.

There is no examination. **Important note:** In order to get the credits related to the seminar, students MUST enroll to the first exam session (January 2011).

### DETAILED SCHEDULE

#### DAY 1 – 13<sup>th</sup> September 2010

Date	Hrs	Instructor	Topic
13/09/2010	8.45 – 9.15	Venzin	Welcome
13/09/2010	9.15 - 12.00	Bagnato	Understanding and leveraging on inter-individual differences for team optimal performance  The Diversity Icebreaker
13/09/2010	14.00 – 17.00	Magni	Team dynamics and team building
13/09/2010	17.15 - 18.45	Venzin; Raineri; Cancelli; Company Guest Speaker	Sharing Bocconi values  Introduction to Bocconi Career Development  Introduction to Bocconi Exchange Programs  Social event: aperitivo



**DAY 2– 14<sup>th</sup> September 2010**

Date	Hrs	Instructor	Topic
14/09/2010	8.45 -12.00	Magni	Team leadership and problem solving techniques
14/09/2010	14.30-17.45	Gehrke	Cultural sensitivity intercultural communication skills

**WHO ARE WE?**

**Massimo Magni (Course Responsible) – [massimo.magni@unibocconi.it](mailto:massimo.magni@unibocconi.it)**



Assistant Professor of Management at Bocconi University and Professor of Leadership & Managerial Development at SDA Bocconi School of Management. MA in Business Administration from Bocconi University, and Ph.D. in Management Information Systems from LUISS, Rome. His research interests include: technology-enhanced organizational behaviors, change management, project management, adoption and acceptance of new technologies. He has been Visiting at the University of Maryland in College Park (USA), University of Texas in Austin (USA), and University of Arkansas (USA). He teaches several courses at the undergraduate, graduate and post-graduate level. Prof. Magni published on Research Policy, International Journal of Human Resource Management, Behaviour & Information Technology, International Journal of Human-Computer Studies.

**Bettina Gehrke - [bettina.gehrke@sdabocconi.it](mailto:bettina.gehrke@sdabocconi.it)**



Professor of organizational behavior at SDA Bocconi School of Management. As a management trainer, she has expertise in multi-cultural teambuilding, intercultural management, diversity management, and relocation training for executives. In the last decade, she worked mainly with multinational corporations designing tailor-made programs for management development, helping to develop intercultural competencies and facilitating change during internationalization processes.

**Gabriella Bagnato - [gabriella.bagnato@sdabocconi.it](mailto:gabriella.bagnato@sdabocconi.it)**



Professor at the Bocconi School of management (SDA Bocconi) she develops and teaches programs on Organizational Behavior, Human Resource Management and Human Resource Development topics both in Executive Education initiatives and in the MBA programs. Lecturer at Bocconi University, she teaches Organization Theory, Organizational Behavior and Human Resources Management topics both at the undergraduate and graduate level. Her professional experience is on strategic staffing and retention, talent development, that is potential assessment and design of development paths, and on supporting individual change in organizational change processes. She coaches middle managers within executive development initiatives.

**HONOR CODE**

Università Bocconi conceives of education as an ongoing process that stretches across a person's entire professional life. The University hopes that the entire Bocconi community will respect the values of fairness and correctness associated with it, values which inspire and guide the conduct of all community members as they pursue common objectives and a shared mission. The Università Bocconi Honor Code is published at <http://www.unibocconi.eu/honorcode>. We encourage all students to read it.