

Managing and Leading in Today's Global Workplaces

Paris, 8-12 July 2019

16 contact hours

COURSE BACKGROUND

The objective of this course is to provide a thorough understanding of the differences between managing and leading (both theory and practice) as well as to take part in a transformative learning experience that will allow students to better understand their management and leadership competencies. Having taken this course, students will come to appreciate the true meaning of Dr. Peter Drucker's definition of "Managing as doing things right while Leading as doing the right things". Through developing knowledge of the established literature, and applying the models and concepts from this literature within experiential exercises, skill development exercises and the transformative learning experience, students will become adept at analyzing, interpreting, and appropriately responding to situations that call for different managing and leading responses. Students will gain insights into how their own styles and approaches may either facilitate or impede their effectiveness in today's global workplaces.

COURSE DESCRIPTION

This course provides a critical review of key concepts, models, theories, and practitioner approaches related to both managing and leading in organizations. Students will learn and apply both management and leadership principles through experiential exercises, skill development exercises, and a transformative learning piece embedded within the body of the course. Personal and professional development will form a common theme throughout this course.

INTENDED LEARNING OUTCOMES (ILOs)

Upon completion of this course, students will:

- Understand the critical differences between managing and leading in today's global workplaces from discussions on key concepts, approaches, and theories of management and leadership
- Complete self-assessments on their potential to manage as well as to lead, and be able to use the suggestions from relevant Harvard Business Review articles on how to develop that potential
- Recognize the different management and leadership styles (self and others') and know how they are likely to either facilitate or impede workplace effectiveness.
- Improve their skills in emotional intelligence, positive thinking styles, time management, career management, stress management, communication management, conflict resolution, decision-making management, team management, CSR/Triple Bottom Line management, transition management, and performance management.

CLASS STRUCTURE

Type of course	Number of Hours	Comments
Face to face Lecture	16.00	16.00 hours of lectures are required to complete the module.
<p>External teaching source: <u>Transformative Learning Experience (TLE)</u> – individual prep-work on change management gap analysis, action planning, transition management, and change measurement in order to produce an individual <u>Leadership Development Report (LDR)</u> using the “What?” “So What?” “Now What?” format <u>Group Presentations</u>- group pre-work in order to deliver three in-class presentations all using the “What?” “So What?” “Now What?” format <u>Study Time</u>- individual pre-work to prepare for the multiple choice assessment</p>		<p>Each student is required to submit an individual LDR which documents their Transformative Learning Experience aimed at building leadership competencies.</p> <ul style="list-style-type: none"> • Create a Leadership Vision Statement • Measurement of 12 Thinking Styles (Foundation Diagnostic LSI “Life Styles Inventory”) used to determine current thinking styles driving personal and professional behaviors • Identify resultant productive and non-productive behaviors in such areas as: <ul style="list-style-type: none"> • Four Levels of Emotional Intelligence • Cultural Intelligence/Diversity Management • Vision, Direction, Purpose • Integrity & Authenticity • Social Responsibility • Change Management • Conflict and Stress Management • Communication, Relationship & Team Mg’t • Identify steps to make change, how, & measurement

TEACHING METHODS

Lecture; Skill Development Exercises; Experiential Learning; Transformative Learning Experience.

REQUIRED COURSE MATERIALS AND READINGS

Life Styles Inventory & Guidebook; Selected Journal Articles provided by instructor.

EVALUATION

Group Presentation on Assigned HBR Article (Due: Day 2)	20%
No class (Day 3)	
Individual One-Page Paris Art/Architecture Summary (Due: Day 4)	20%
Group Presentation on Selection of Paris Art/Architecture (Due: Day 4)	20%
Individual Assessment: 20 Multiple Choice Questions (Day 5)	20%
Final Individual Assessment: Leadership Development Report (Day 5)	20%
Total	100%

ABOUT YOUR INSTRUCTOR

Dr. Teal McAteer is a business consultant who specializes in the areas of management, leadership, strategic human resource management, motivation, career planning and development, change, stress and time management, as well as health and wellness. She counsels on an individual basis and consults to a variety of organizations. As a Professor at the DeGroote School of Business at McMaster University in Hamilton, Ontario, Canada, Dr. McAteer teaches undergraduate (B.Com.), graduate (MBA), and executive (EMBA) level courses in organizational behaviour, human resource management, leadership, organizational and individual level change, and business ethics. Dr. McAteer has taught within the Director's College, a joint program of McMaster University and the Conference Board of Canada.

Dr. McAteer received her Bachelor of Commerce from Queen's University in Ontario, Canada, and a Masters in Industrial Relations and Ph.D. in Business from the University of Toronto in Ontario, Canada. Her work experience includes human resource management functions with Shell Canada Limited and Domtar Incorporated, employee benefits consulting with Johnson & Higgins Willis Faber Limited, and relocation counselling with Peat Marwick Thorne. Currently, Dr. McAteer maintains her own consulting practice offering a wide variety of services in the HRM field with a particular focus on Leadership Coaching. Dr. McAteer helps her clients articulate their goals for change in their personal and professional lives, establish specific action steps with time lines, anticipate barriers to change, initiate measures to ensure accountability for actions, and embed progress measures to reach change success.

Given her continued research interests in transformative learning experiences, the relationship between stress and health, the importance of maintaining strong self-efficacy, the power of productive/healthy versus unproductive/unhealthy thinking styles, and stress management strategies - Dr. McAteer is familiar with both the theory and practice of creating a healthy and motivated company team.

Dr. McAteer comes to you as a true practising professional. Her experience and approach to simplifying training concepts generates a productive learning environment.