

GENERAL INFORMATION

| Course Information | |
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| Name | Management Skills |
| Code | |
| Degree | Master in the Electric Power Industry (MEPI) |
| Year | |
| Semester | 2nd (Spring) |
| ECTS credits | 2 ECTS |
| Type | Elective |
| Department | |
| Area | |
| Instructors | Cristina Domínguez |

| Instructor | |
|--------------|--|
| Name | Cristina Domínguez |
| Department | Industrial Management |
| Area | |
| Office | D-404 |
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| Office hours | Arrange an appointment by email |

DETAILED INFORMATION

| Contextualization of the course |
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| <p>Contribution to the professional profile of the degree</p> <p>Management skills will equip students with the skills and knowledge to manage people and teams professionally. Companies and organizations are changing very fast and need people to lead all these changes, establishing a positive work environment.</p> <p>At the end of the course, students will be able to:</p> <ul style="list-style-type: none"> • Discuss the importance of planning your career. Describe the experiences, skills, and knowledge that facilitate fulfilling career visions and goals. • Understand the essential management and leadership theory and apply both subsequently in professional life. • Manage people effectively in your teams to develop them to their peaks. To know the importance of helping employees & organizations understand the impact of their contributions. • Learn how to develop employees at varying performance levels. Know how to deal with extreme performance situations to seek to be the best team. • Know the importance of clear feedback and the power of coaching. |

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| Prerequisites |
| <p>No previous management experience is required. However, students should be prepared to:</p> <ul style="list-style-type: none"> • explore course themes via reflective learning • express themselves concisely and effectively both orally and in writing • give and receive constructive, developmental feedback in group work. • Participate actively and supportively of their classmates over the course, both in class and outside it. |
| Competences and Learning Outcomes |
| GENERAL Competences |
| <p>The general objective of this course is for the student to develop the values, approach, and interpersonal skills necessary for the management of people and communication in the workplace.</p> <p>CG05. Being able to transmit in a clear and unambiguous manner, to specialist and non-specialist audiences results from scientific and technological research or state-of-the-art innovation, as well as the most relevant foundations that support them.</p> |
| SPECIFIC Competences |
| <p>CE20. Being able to develop communication skills and to know leadership theories to apply them in the work environment.</p> |
| Learning outcomes |
| <p>RA1. To have communication skills to tailor to different situations and the audience, to create an impact.</p> <p>RA2. Manage people effectively in your teams to develop them to their peaks. To know the importance of helping employees & organization understand the impact of their contributions</p> <p>RA3. To have skills to manage professional situation in international situations.</p> |

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| CONTENTS |
| CLASS 1: Introduction and Personal Change |
| <p>1.1 Course Presentation</p> <p>1.2 Leading yourself</p> <p>1.3 Planning your professional career. Updating your development plan</p> <p>1.4 Recruiting and selection processes. Tips for interviews</p> |
| CLASS 2: Self- Management |
| <p>2.1 Self-Knowledge: Your branding</p> <p>2.2 MBTI profile</p> |

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| 2.3 Effective presentations |
| CLASS 3: Motivation and Leadership position |
| 3.1 Analysis of management talent 3.2 Different motivation theories. My motivations 3.3 Leader of talent |
| CLASS 4: Influence and Leadership Style |
| 4.1 Influence 4.2 Influencing skills 4.3 Analysis of different leadership styles 4.4 How to adapt your style to different situations |
| CLASS 5: Team Management |
| 5.1 Team Management 5.2 Building effective team. Vision and joint objectives 5.3 Drivers to create an inspiring place to work 5.4 Leading a change |
| CLASS 6: Feedback |
| 6.1 Feedback 6.2 How to manage high and low performers |
| CLASS 7: Coaching |
| 7.1 Coaching definition 7.2 Build TRUST 7.3 GROW questions |
| CLASS 8: High Performance Organizations |
| 8.1 Culture versus Strategy 8.2 OGSM: Example of Strategic Planning 8.3 High Performance Organizations 8.4 Influence of behaviour in results |
| CLASS 9: Test and Students Presentations |
| 9.1 Test 9.2 Students Presentations |
| CLASS 10: Students Presentations |
| 10.1 Students Presentations |

TEACHING METHODOLOGY

General methodological aspects

In-class activities

The best way of gaining a full understanding of this subject consists of showing and having real experiences on this topic.

The methodology used will be:

1. **Introduction** of fundamental concepts
2. **Exposition of the concepts**, going through experienced examples to support the explanation
3. **Practical recommendations.** Active participation will be encouraged by raising open questions to foster discussion
4. **Illustration of the concepts through:**
 - Analysis of real cases or companies
 - Making decisions about fictitious situations exposed ad hoc
 - Analysis of our own style. Role-plays
 - Discussion of selected videos
5. **Recap** the key concepts and summarize the main conclusions

Out-of-class activities

Personal study of the course material, including proposed articles and books.
 Development of a final presentation in small groups.

STUDENT WORK-TIME SUMMARY

IN-CLASS HOURS

| Lectures | Practices | Content presentation | | Assessment |
|----------|-----------|----------------------|--|------------|
|----------|-----------|----------------------|--|------------|

20 hours

OUT-OF-CLASS HOURS

| Self-Study | Learning Diary | Team working | Final Presentation |
|------------|----------------|--------------|--------------------|
|------------|----------------|--------------|--------------------|

40 hours

ECTS CREDITS:

2 (60 hours)

GRADING AND COURSE RULES

| Assessment activities | Grading criteria | Weight |
|---|--|------------|
| Elevator Pitch | <ul style="list-style-type: none"> • Understanding of the theoretical concepts • Application of these concepts to problem-solving | 20% |
| Final Exam | <ul style="list-style-type: none"> • Understanding of the theoretical concepts. • Application of these concepts to problem-solving | 30% |
| Class participation | <ul style="list-style-type: none"> • Motivation showed by the students when we discuss situations and concepts during the sessions • Proactive attitude and interest | 10% |
| Final Presentations | <ul style="list-style-type: none"> • Problem Analysis • Demonstration of reflective learning • Quality of the proposed solution • Teamwork • Oral presentation skills | 40% |
| Course rules | | |
| <p>Class attendance is mandatory according to Article 93 of the General Regulations (Reglamento General) of Comillas Pontifical University and Article 6 of the Academic Rules (Normas Académicas) of the ICAI School of Engineering. Not complying with this requirement may have the following consequences:</p> <ul style="list-style-type: none"> - Students who fail to attend more than 15% of the lectures may be denied the right to take the final exam during the regular assessment period. - Students who commit an irregularity in any graded activity will receive a mark of zero in the activity and disciplinary procedure will follow (cf. Article 168 of the General Regulations (Reglamento General) of Comillas Pontifical University). | | |

BIBLIOGRAPHY

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COURSE
2023-2024

| | | IN-CLASS ACTIVITIES | | OUT-OF-CLASS ACTIVITIES | | | |
|------|-----|---|---|-------------------------|--|--|---|
| WEEK | H/W | LECTURE & PROBLEM SOLVING | PRACTICES | H/W | SELF-STUDY | OTHER ACTIVITIES | DESCRIPTION |
| 1 | 2 | Introduction to Management Skills (30') Syllabus presentation Personal Change (1h 30') Leading your professional Career | Presentation. Expectations from the subject Video "7 Habits of highly Effective People" Discussion about 2 Main QUESTIONS for Learning Diary Examples of recruiting processes: CV, Interviews,.... | 4 | Define priorities in my career development. CV improvement | Start preparing Elevator Pitch 1 MBTI questionnaire | Read articles about leading your professional Career Recommended movie "El Método" |
| 2 | 2 | Self- Management Self Knowledge: Your branding MBTI profile Effective presentations | Share strengths and opportunities Review MBTI questionnaire results VIDEO Captcha; Presentations | 4 | Review and self-study | Our motivation TEST | Recommended book: <i>Heroic Leadership: Best Practices from a 450-year-old Company that Changed the world</i> Chris Lowney |
| 3 | 2 | Motivation Theories about Motivation My Motivation Leader of talent | Share experiences about bosses Exercise Theroy X and Y VIDEO Pygmaleon | 4 | Review and self-study | Upload Elevator Pitch 1 | Recommended book: <i>Emotional Intelligence</i> , Daniel Goleman |
| 4 | 2 | Influence Influencing skills Analysis of different leadership styles How to adapt your style to different situations | Review Motivation Test results Playing 4 cards. VIDEO Ocean's Eleven DISC test 6 situations- different styles | 4 | Review and self-study | Start preparing Elevator Pitch 2 | Recommended movie: Ocean's Eleven Recommended paper: Seven transformations of leadership by David Rooke and William R. Torbert |
| 5 | 2 | Team Management Building effective team. Vision and joint objectives Drivers to create an inspiring place to work Leading a change | Your leadership style test Analyse cases: different leadership style affects the work environment Exercise Leadership styles | 4 | Review and self-study | | Recommended book: <i>Our Iceberg is melting</i> John Kotter |
| 6 | 2 | Feedback | Capival Case exercise (recap from last class) Exercise of feedback | 4 | Review and self-study | Upload Elevator Pitch 2 | |
| 7 | 2 | Coaching and lead change | Coaching role play (Depends on timings) Build TRUST exercise | 4 | Review and self-study | Start preparing Final Presentation | |
| 8 | 2 | High Performance Organizations: Culture versus Strategy OGSM: Example of Strategic Planning High Performance Organizations Influence of behaviour in results | Examples of Strategic Planning in your professional experiences. Share experiences of High Performance Teams in your lifes Video: The Art of possibility | 4 | Exam Preparation | | |
| 9 | 2 | Test (30') Students Presentations | Student Presentations | 4 | Prepare presentation | Upload Final Presentation | |
| 10 | 2 | Students Presentations | Student Presentations | 4 | | | |