

LIDERANÇA E DESENVOLVIMENTO DE EQUIPAS

Code: 21727

Main Scientific Area: Business management

Lecturer: Márcia Marina Rodrigues Brito Duarte

Language of Instruction: Portuguese

Regime: S2

Contact Hours: 30h Total Workload: 138h

ECTS: 6,0

Objectives

The main objectives of this curricular unit are:

1. To explore the latest leadership theories, presenting the most current research in this area.
2. Know the different styles of leadership.
3. Promote the development of leadership skills, particularly those of a social, conceptual and personal leadership nature.
4. Understand the relationship between different leadership styles and motivational patterns of work teams.
5. To emphasize the role and importance of the leader in the development of the teams, studying the conditions for the effectiveness in the leading of teams.
6. Establish guidelines for the creation, conduct and development of effective work teams, in the context of tourism.

Learning Outcomes

The main knowledge and skills to be acquired are related to the two thematic areas of Organizational Behavior: leadership and teamwork. The curricular unit intends to develop in the students leadership skills, that is conceptual, social and personal leadership skills. In addition, it will work the necessary conditions for the creation and development of productive work teams, highlighting the components that the leader must develop to achieve this purpose.

Course Contents

I - Leadership

1. Concept
2. Importance of Leadership in the Context of Management
3. Leadership Theories
 - 3.1. Contemporary Theories of Leadership
4. Leadership skills

4.1 Technical skills

4.2 Conceptual skills

4.3 Social / relational skills

4.4 Personal Leadership Skills

II - Team Development

1. Group vs Team

2. Criteria for the effectiveness of the teams

3. The role of the leader in team development

4. Football teams, military teams as super-team models

5. Development of teaming processes

5.1 Hardware

5.2 Software

6. Guidelines for team development

Recommended Bibliography

Cunha, M., Rego, A. Rego, T. (2018). Superequipas – orientações para a criação de verdadeiras equipas. 2ª edição. Lisboa: Conjuntura Actual Editora.

Cunha, M., Rego, A., Cunha, R. Cabral-Cardoso, C. (2003). Manual de Comportamento Organizacional e Gestão. 3ª edição. Lisboa: Editora RH (capítulos liderança e grupos).

Rego, A. Cunha, M. (2018). Que líder sou eu?.Manual de apoio ao desenvolvimento de competências de liderança. 2ª edição. Lisboa: Edições Sílabo.

Learning and Teaching Methods

The program content is based on theories of leadership, leadership skills, criteria for team effectiveness, the role of the leader in team building and development and the management of teaming processes, which will be worked to achieve the objectives of knowledge and development of leadership skills and team leadership.

Assessment Methods

30%: participation and involvement in individual and group activities (group dynamics, practical exercises) organized during classes. If the student is student with a job, and can not attend classes, he can substitute this component for the answer to two practical cases, outside the classroom, each worth 15%.

50%: written group work (creation of a case study / case study on leadership and team development). Partial achievement in the classroom.

20%: oral presentation of the case study by the group, with individual evaluation. Last class. 30 minutes for each group.

The professor will appreciate creative oral presentations.