

US1733 - Organization and Team Dynamics

Présentation

Prérequis

Master in Management MIM M2 group: Project Management & Business Engineering

Objectifs pédagogiques

Teamwork gets tasks done. However, what is a team? How does it function? What are the dynamics of a team? What does it take to be an effective team leader? This course teaches the characteristics of a well-functioning team and techniques for effective group decision-making. It looks at how to develop and adapt your own leadership style, how to set effective team goals, and how to implement strategies to secure the commitment of team members.

1. Understand what is at stake in a group to optimise its efficiency
2. Acquire the key concepts, and use them in creating and developing organisation
3. Provide the skills for collective work in other disciplines
4. Develop self-awareness through experiencing.
5. Open to the mastery business team efficiency
6. Develop analytical and critical understanding of work organisations
7. Get ready for ethical leadership and transformational roles in business.
8. Develop personal and interpersonal toolbox for group-working success.

Compétences

- Principles of group dynamics and development
- Dimensions of team member behavior
- Assessment of how effectively a team functions

Programme

Contenu

Introduction to the objectives of the course

- ~ What it is, what it brings
- ~ Different approaches

Group communication and personalities

- ~ Processes of communication
- ~ Synergy or divergence
- ~ Global dynamic

The life of the group

- ~ Formation, cohesion, development
- ~ Interactions, affects, emotions
- ~ Conformity and mimetic processes

The structure of the group

- ~ Roles and dynamics
- ~ Power and influence
- ~ Conflicts within a group

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Code : US1733

Unité spécifique de type mixte
4 crédits

Responsabilité nationale :
EPN15 - Stratégies / Alexis
POKROVSKY

Contact national :

EPN 15 Stratégies

2 rue Conté

75003 Paris

01 58 80 84 24

Mouna Tazi

mouna-sonia.tazi@lecnam.net

The action of the group

- ~ Ambition, reasons of being and values
- ~ Setting up an action plan
- ~ Decision making and mistakes of decision making

Organisations and larger groups

- ~ A short outlook on the key organisation theories
- ~ What to apply in business / practical output

Organisations and complexity

- ~ What is complexity and why it is growing
- ~ How to handle complexity in work organisation

Modalités de validation

- Contrôle continu
- Examen final

Description des modalités de validation

Acquisition of methodological tools (in-class follow-up)

In-class participation

Professor's discretion

Final examination