



ME2063 Team Leadership and Human Resource Management

6.0 credits

Team ledarskap och Human Resource Management

This is a translation of the Swedish, legally binding, course syllabus.

Establishment

Course syllabus for ME2063 valid from Spring 2011

Grading scale

A, B, C, D, E, FX, F

Education cycle

Second cycle

Main field of study

Industrial Management

Specific prerequisites

Special qualification requirements for studying at KTH.

Language of instruction

The language of instruction is specified in the course offering information in the course catalogue.

Intended learning outcomes

After the course the students should be able to:

- Define leadership and effective leadership as well as read up on the difference between production and relationship-oriented leadership
- Read up on different types of leadership and leadership styles such as transactional, transformational, charismatic, participative and coaching leadership.
- Describe different types of teams such as functional, cross functional, self-managed, expert, cross-cultural, distributed and project teams as well as describe typical leadership challenges in each type.
- Read up on theories of roles in teams, team dynamics and team processes.
- Describe and apply methods and models for competence and functional integration.
- "Read" and explain own and others behaviour in dynamic group and team processes, taking the role as leaders and follower.
- Define a HRM system as well as describe different types of HRM systems such as HRM systems for start ups and HRM systems for olika typer av HRM system such as cost-, quality and innovation focussed HRM systems.
- Give example of and briefly describe the European labor legislation
- Give example on measures that can increase inclusivemess regarding gender and culture
- Describe the fundamental cultural dimensions that influences management across cultures.
- Describe HRM related change processes such as downsizing, outsourcing and flexibilization and the consequences for co-workers and leaders.
- Apply some fundamental methods for recruitment

Course contents

The aim of this course is to prepare and introduce students following Master of Science and Engineering programmes for typical leadership tasks in technology-intensive operations such as production, complex service deliveries, product development and technology-based entrepreneurship, with specific focus on technology-intensive operations.

The course is based upon an experiential learning approach where theory (in terms of lectures, theory and cases) is blended with exercises and seminars. The underlying idea is that the exercises will generate illustrative leadership experiences, which then is related to theory, or vice versa. Coaches will guide student groups of 8-10 students through a process of leadership development. These group exercises forms the foundation for reflections on own and other behavior.

Course literature

Will be presented at the start of the course.

Examination

- ÖVN1 - Exercise, 3.0 credits, grading scale: P, F
- TEN1 - Examination, 3.0 credits, grading scale: A, B, C, D, E, FX, F

Based on recommendation from KTH's coordinator for disabilities, the examiner will decide how to adapt an examination for students with documented disability.

The examiner may apply another examination format when re-examining individual students.

If the course is discontinued, students may request to be examined during the following two academic years.

Other requirements for final grade

Written exam. Passed seminars and exercises (100 % participation) as well as participation on the introductory lecture.

Ethical approach

- All members of a group are responsible for the group's work.
- In any assessment, every student shall honestly disclose any help received and sources used.
- In an oral assessment, every student shall be able to present and answer questions about the entire assignment and solution.