



APPLIES TO ACADEMIC YEAR 2011/2012

BIK 2926 Effective Teams - Influence Through Leadership

Programme

Single courses

Responsible for the course

Geir Thompson

Department

Department of Leadership and Organizational Behaviour

Term

According to study plan

ECTS Credits

7,5

Language of instruction

Norwegian

Introduction

Learning outcome

Knowledge goals

The course has the following objectives:

Providing knowledge within the area of team effectiveness.

Giving the participants an opportunity to learn about team dynamics and develop skills on how to influence effectively.

Creating awareness regarding the expectations as a team leader.

Knowledge regarding the following leadership theories: Situational leadership, transactional leadership and transformational leadership.

Knowledge regarding selection of team members and how to develop teams.

Skill goals

Evidence-based interventions for influencing team effectiveness

Skills regarding the conflict management.

Being able to compose teams that are likely to succeed.

Using leadership styles that fit different situations.

Attitude goals

Being able to reflect upon how to understand and apply evidence-based knowledge on leadership, psychology and teams.

Develop critical thinking when it comes to the pros and cons of organizing employees in teams.

Increased awareness of one's own values and behavior as a team leader or team member.

Prerequisites

Compulsory reading

Books:

Sjøvold, Endre. 2006. Teamet : utvikling, effektivitet og endring i grupper. Universitetsforlaget. Kapittel: 1-13, 16-17, 19-22, totalt 268 sider

Thompson, Geir & Jane Zhen Li. 2010. Leadership : in search of effective influence strategies. Oslo : Gyldendal Akademisk. pages 15-119

Articles:

Bang, H. 2008. Effektivitet i lederteam – hva er det, og hvilke faktorer påvirker det ?. Tidsskrift for den norske psykologforening • 45. 272-286

Bang, H. & Midelfart, T. N. 2010. Dialog og effektivitet i ledergrupper. Tidsskrift for norsk psykologforening • 47. 4-15

Recommended reading

Course outline

Groups - a way of solving problems... but also a complex social system.
Effective team leadership and effective team members.
Factors that determine team performance.
Composing and building teams.
Tools that improve team performance.

Computer-based tools

No special requirements.

Learning process and workload

The course consists of three modules over a semester. Each module consist of two days with lectures. Besides lectures, group work will be used to create dialogue and explore certain topics. Cases, tests and skill training will be used to enhance the learning process. Lecturers will not cover the whole syllabus. The purpose of the instruction is to point out main topics and delve into certain themes and examples. Participants are responsible for going through the entire syllabus.

Examination

The students will be handing in a term paper at the end of the course. They will be working on this paper throughout the course individually or in groups of up to three persons. The topic of the paper may be obtained from one's own place of employment and could explain how teams/one's own team functions (strengths and weaknesses). This will then make the basis for considering efforts to improve the team's performance. The term paper will increase the practical value of the course.

Examination code(s)

BIK 29261 - Term paper; accounts for 100% of the final grade in BIK 2926, 7,5 credits

Examination support materials

All

Re-sit examination

At the next ordinary execution of the course.

Additional information