



COURSE SYLLABUS

CONTEMPORARY CHALLENGES IN MANAGING INDIVIDUALS AND TEAMS AT WORK

Professor

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SHORT BIOGRAPHY

Helena González Gómez is Associate Professor of Organizational Behavior at NEOMA Business School, France. She has a PhD in Management (IE Business School), an MSc in Industrial Engineering (Los Andes University), and a BSc in Industrial Engineering (Javeriana University). Her research interests include issues of emotions, creativity, and inequality. She has been teaching organizational behavior, creativity, and human resource management to executives and international MBAs, as well as to MSc, BSc students. She also teaches research methods to PhD students. Her research has been published at Organizational Behavior and Human Decision Processes, Journal of Business Ethics, Journal of Vocational Behavior and Psychology & Marketing amongst others. Prior to her doctoral studies she worked in the banking industry and filled positions in corporate banking, operations, information security and project management.

INTRODUCTION/COURSE DESCRIPTION

In the fast-paced environment in which organizations must operate today, there are important challenges that employees and leaders alike must face. In this course, we will discuss some of these challenges related to the management of individuals and teams at work. Using an experiential approach (including simulations, videos, interactive activities and debates), the course will offer a practical, hands-on perspective on challenges related to managing crises and uncertainty, dealing with millennials and different age groups, and using natural language processing (NLP) technologies to enhance group communication and decision-making amongst others.

COURSE OBJECTIVES

The course situates the manager's and employee's behavior with respect to some of the most pressing contemporary challenges in international and digitalized contexts. The course will allow students to become more self-aware of their managerial skills for leading with environmental constraints including time pressure, dealing with CSR issues on their daily routine, and motivating and retaining millennials and employees coming from a diverse workforce. It will also offer students the possibility of experiencing the challenges of making strategic decisions under uncertainty. Further, it will allow students to reflect on the benefits and risks of using NLP (including ChatGPT) for fostering communication in teams.

COURSE METHODOLOGY

The course is based on theory, cases, articles, videos, role plays, experiential activities and a lot of in class discussion and dialog. In order to fully take advantage of each session it is extremely important that students are prepared to engage in a rich exchange of ideas during the sessions. Within class, instructor and students will discuss the materials, apply diagnostic tools to organizational cases, experience the nuances of the creative activity and discuss and develop solutions to encourage creativity at work.

EVALUATION SYSTEM

Participation	25%
Individual project	25%
In- class group activities	25%
Final project	25%

COURSE PREREQUISITES

Management principles or equivalent