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**Number of ECTS credits :** 3

**Course language :** French , English

**Course leader :** BURLAT Claire

**Faculty :** BURLAT Claire

## ≡ COURSE DESCRIPTION

This course is based on organization and psychological approaches to understand both collective and individual processes of professional situations. It helps understand the complexity of organizations through their identity, structures and cultures and through individual psychologies. It is also based on coaching tools and theories. Study cases will be analyzed and the lesson will also resort to role playing games.

## ≡ COURSE OBJECTIVES

This course has the following objectives :

- o To understand how an organization can be impacted by a change through its identities, cultures and structures;
- o To develop a conceptual and practical understanding of how people interact, communicate and react within organizations
- o To learn about communication and personalities and how these differences impact organizational behaviours.
- o To learn about your own behavior, attitudes, and communication styles in a professional situation

Students will learn to quickly adapt, integrate and succeed in diverse organizations

Students will understand how culture, identity and structure affects organizational change

Students will identify barriers to effective communication

Students will understand the barriers to effective leadership

Students will be able to use their communication skills to engage and interact successfully when at work and to adapt to communication styles

Students will be able to develop leadership and optimize collective working processes

## ≡ LEARNING GOALS

## ≡ TACKLED CONCEPTS

Culture, identity, structure, process communication, cooperation, personal driver, personality, leadership

## ≡ LEARNING METHODS

Lectures, Case studies, Class discussion, Group work, Videos, Sharing of Experience, Role play

## ≡ ASSIGNMENTS

Class participation, reading articles outside class, contribution to course development through debates

## ≡ BIBLIOGRAPHY

CARNEY B. M., GETZ I., (2009), Freedom, inc. : Free your employees and let them lead your business to higher productivity, profits, and growth, Liberté & Cie, Crown Business, New York, 303 p.

DUPUY F., (2001) The chemistry of change, Pelgrave, London.

KAHLER T., (2008), The Process Therapy Model, the Six Personality Types with Adaptations, Taibi Kahler Associates, Inc., 285 p.

ROBBINS S., DE CENZO D., COULTER M. (2014). Fundamentals of Management: Essential Concepts and Applications. Prentice Hall, 504 p.

## ≡ EVALUATION METHODS

60 % : Examen

40 % : Contrôle Continu

## ≡ SESSIONS

### **1** Change management

LECTURE : 03h00

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### **2** Motivation at work

LECTURE : 03h00

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### **3** How to free a company 1

LECTURE : 03h00

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### **4** Leadership 1

LECTURE : 03h00

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### **5** Leadership 2

LECTURE : 03h00

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### **6** What communication person are you?

LECTURE : 03h00

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