**Abstract of course “Individual and team development”**

1. Name of the course “Individual and team development”

2. Department responsible for the course or equivalent: Faculty of Economics

3. Lecturer: Elena Iakovleva, PhD, associate professor, [eayakovleva@sfedu.ru](mailto:eayakovleva@sfedu.ru)

4. Semester when the course unit is delivered – Spring (2d Semester)

5. Teaching hours per week 4 hours

6. Level of course unit: Second cycle – Master level

7. ECTS credits – 5 credits

8. Admission requirements: knowledge of the basics of management and organization theory.

9. Course objectives (aims):

* creating an effective system for the development of personal and team effectiveness of employees in modern conditions;
* development of approaches to the development of optimal forms of combining personal and team interests of employees of an enterprise / company;
* reflection of changes in team dynamics against the background of the growing trend in the work of enterprises, considering possible geographic / temporal separation of employees;
* search, analysis and evaluation of information for the preparation and adoption of personnel decisions;
* search for the most advanced and relevant best practices in the field of personnel management, their replication and adaptation in the Russian context;
* study and effective application of modern knowledge of social sciences in managing the development and efficiency of employees / teams;
* understanding the role and importance of combining the capabilities of team dynamics and personal effectiveness of employees, possible risks and constraints.

10. Course contents.

The course consists of two parts:

* Team and self-learning organization.
* New team and personal development strategies of employees.

In Module 1 “Team and self-learning organization”. Basic concepts of organization of effective development in a team is examined using a conceptual approach that provides the interrelation of development and organization work. Topics include: concept, terminology, socioeconomic effects of team development. Co-education in flexible teams. Team approach and business model innovation. Creating a learning organization. Cases and best practices of team development.

Module 2 “New team and personal development strategies of employees” views the experience of organizing and creating companies in various fields, review of free techniques for accelerated development of competence. Topics include: work with disgruntled employees; review of practical cases; employee involvement and realization of their potential; available resources for development; personal strategy for employees.

11. Learning outcomes.

After studying this course, the student will receive the following skills:

* Personnel management development;
* Design of organizational structures, interpersonal communication in the organization, implementation of tasks in cooperation with society, team and partners;
* Methodologies for staff performance assessment and development;
* Technologies and tools for organizational development within different management models;
* Principles and possible directions for the use and development of the organization’s staff;
* Basic staff development and training activities, tools for analyzing the effectiveness of learning and development programmes;
* Analysis of performance indicators for team and personal time;
* To assess the effectiveness of staff use and development;
* Determine the career paths of staff;
* Assess the level of staff capacity;
* To plan and budget staff training programmes;
* Conduct marketing research and self-diagnostics; analysis of performance indicators for team and personal time;
* Evaluation of the effectiveness of staff learning and development and its contribution to organizational goals/

12. Planned learning activities and teaching methods: Lectures with a variety of examples and practice, Seminars with oral presentations and written tests, Colloquiums, Self-study, Use of different reference books and Internet resources.

13. Assessment methods are computer test, colloquiums, essays.

Essay – 20 points

Test – 10 points

Practical tasks – 70 points

Students are expected to get at least 60 points in order to complete the course.

14. Course literature (recommended)

1. Kennedy D. Hard Time Management: Take Control of Your Life / D. Kennedy - 6th ed. - Moscow: Alpina Publisher, 2018 .- 176 p. http://biblioclub.ru/index.php?page= book&id=495610
2. Kudaev M.R. Development of the intellectual and creative potential of the personality of students / M.R. Kudaev; M.B. Bogus - M. | Berlin: Direct Media, 2015 .- 254 p. http://biblioclub.ru/index.php?page= book&id=364899
3. Corporate ethics and value management: a collection of articles on the materials of the international conference "Corporate Ethics and Value Management", November 20-21, 2002 - Moscow: Direct Media, 2014. - 231 p.http://biblioclub.ru/index.php?page= book&id=238352