UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Organization and Management of Educational Teams

2223-3-E1901R134

Course title

Organization and management of educational équipes

Topics and course structure

Topics and articulation of the course
The need to coherently regulate the relationship between people and organizations is one of the main area of interest for businesses that work in the more competitive and innovative fields and also increasingly for non-profit organizations and for public and private institutions working in the management of social-educational services for people (regional institutions, social-healthcare services, schools, public utilities).
The challenge is to build an area of partial meeting between different interests at play, such as to create a “exchange relationship” favourable both to the people (specifically referred to their development projects for their careers and for their life design) and towards the goals of the organization (particularly in terms of quality of services given to clients and beneficiaries, of management economy and to create a base for competitiveness).
This course aims to develop knowledge needed to understand the logics that direct towards this the management and self-development activities inside the organizations, with specific interest towards the field of social-educational services and to the theme of teamwork, and to different ways of cooperation as well as management of working teams focused on tasks and goals specific to social-educational planning and processes.
Articulation:

- The first theme area of the course will be about discussing the policies, practices and techniques to manage selection, education and evaluation of career development for human resources
- A second theme area will be intertwined to those topics, studying the challenges linked to their application in the specific context for the pedagogical-educational professionals, with a focus over managerial socialization of those professionals and over mechanisms that regulates teamwork.
- A third theme area of this course is finally dedicated to the analysis of cases, experiences, research that allows to better elaborate and to use a critical and thoughtful approach towards different organizations,

oriented towards different users but linked by the same pedagogical planning.

Objectives

At the end of the course, students will be able to reconstruct and evaluate the presumed effect in organizations of policies, systems and practices of selection, performance management, analysis and development of skills, career management.

At the same time, the course will facilitate the development of a technical / specialist language, which is essential above all for expert training figures who work in close correlation with the personnel functions to interact effectively with other roles and organizational departments.

Furthermore, the aim of the course is to promote the development of the ability to act consciously within work teams in socio-educational contexts, recognizing their dynamics, management techniques, facilitation mechanisms.

Methodologies

Lectures, case studies, exercises and simulations will alternate; for attending students, these will be chances to explore different applications of theorical models through reference to real experiences, as well as to develop some operational skills.
The program will be organized in weekly modules. Each module include:

- Theory lectures or teaching materials to be used autonomously
- Group or individual exercises
- Meeting dedicated to discussions, insights and shared development of the module's content
- Meetings with privileged witnesses, senior-career professionals
  The course is held in Italian.

Online and offline teaching materials

Insights and support materials will be loaded on the e-learning dedicated platform for the course (insights articles, slides, video presentations)

Programme and references for attending students

Attending students that will continuously attend classes, doing the required exercises and delivering required scripts, are required to study the following books:
Dessler G., ed. 2017 or 2021, Gestione delle risorse umane. Fondamenti, Pearson
And an insight book of choice between:
Dolciotti V., 2017, Diversità e inclusione. Dieci dialoghi con Diversity manager, Guerini Next
Gallo R., Boerchi D., 2011 Bilancio di competenze e assessment centre. Nuovi sviluppi: il Development Centre e il Bilancio di Competenze in Azienda, FrancoAngeli
Borgogni L., Petitta L., 2007, Lo sviluppo delle persone nelle organizzazioni. Goal setting, coaching, counseling,

Carocci
E. Cabiati, 2021 Il Coordinamento d'équipe passo dopo passo. Metodologia e strumenti per i Servizi di welfare, Edizioni Centro studi Erickson

Programme and references for non-attending students

Non-attending students that will not be attending classes and practical exercises are required to study the following books:
Dessler G., ed. 2017 e 2021, Gestione delle risorse umane. Fondamenti, Pearson
And two insight book of choice between:
Dolciotti V., 2017, Diversità e inclusione. Dieci dialoghi con Diversity manager, Guerini Next
Gallo R., Boerchi D., 2011 Bilancio di competenze e assessment centre. Nuovi sviluppi: il Development Centre e il Bilancio di Competenze in Azienda, FrancoAngeli
Borgogni L., Petitta L., 2007, Lo sviluppo delle persone nelle organizzazioni. Goal setting, coaching, counseling, Carocci
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Assessment methods

Attending students:
the exam will be an oral interview, starting from an individual critical reflection paper that summarizes practical exercises done during the course. Specific information will be given during the course start and will then be available in the e-learning platform.

Non-attending students:
Oral interview over the course’s topics, studied through the suggested books.
Teaching materials (slides, video presentations, case studies) will be available for non-attending students in the e-learning platform.

For all:

The exam aims to evaluate the following learning areas:

\ - knowledge of the contents (constructs, theories and models) treated and their interactions

\ - formal disciplinary correctness and correct use of specialist language

\ - the capacity for critical reflection and application of concepts to concrete cases

Office hours

The teacher will receive through appointment to be scheduled by email.

Programme validity

The program will be valid for two academic years

Course tutors and assistants

dott.ssa Fedeli Manuela

dott.ssa Gatti Anna

Sustainable Development Goals

GENDER EQUALITY | DECENT WORK AND ECONOMIC GROWTH