UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Training Methodology

2627-1-F5703R001

Course title

Training in contemporary organizations

Topics and course structure

In the age of the knowledge society and the rapid obsolescence of skills, individuals are required to learn * always * and * everywhere . The centrality of training processes is a phenomenon that is valued at a social level and which is re-proposed in the organizational context where human resources are now one of the indispensable assets to guarantee the success of a company. But what does it mean to train in today's organizations? What variables need to be considered? How is it possible to think and act training courses that really know how to impact at the organizational level and be the basis for the growth of individuals and at the same time for the creation of value for the organization?

The course aims to explore these issues and will be divided into two parts: the first part will reflect on the characteristics of training processes in organizational contexts, working on the analysis of training practices in today's organizations and on the meaning of a pedagogical reading of organizations; it will reflect on the important connection between training and corporate strategy. In the second part, an exploration of the main training methodologies currently in use will be proposed, so as to promote in the students the ability to choose the most consistent methodologies with respect to the context, the specific training needs of the organization and the recipients of the path.

At the end of the course, students will have developed the key skills to analyze, design and manage a training course.

Objectives

The teaching explores one of the central aspects of the management and development of human resources: the training, and does so by promoting a strategic use of training, retracing the main theories and models relating to training in today's organizations and deepening the reference to some of the training methodologies currently available.
Objectives of the course are:
\ - understanding the strategic value of training and know the main theories and models on training and training activity in organizations;

\ - knowing the phases of a training project;

\ - knowing the different training methodologies, from the traditional ones up to the training methodologies "beyond the classroom", in order to choose those most coherent with the training project to be promoted.

Methodologies

The course will include the presence of lectures to which active teaching methodologies will alternate (role play, exercises, simulations, planning, case analysis) in order to allow students to experience the topics covered, thus profitably integrating the promotion of knowledge to the development of skills.

Online and offline teaching materials

The slides used during the lessons, as well as any supplementary materials (e.g. videos, articles, teaching notes and so on) are made available through the e-learning platform on the course page.

Programme and references

- Palma M. (2022), *Formazione e organizzazione. Uno sguardo pedagogico sull'esperienza formativa nelle organizzazioni*, Franco Angeli, Milano.
- Lucarelli G. (2016), *Il gruppo al lavoro, FrancoAngeli*, Milano (SOLO cap. 1, 2, 3 ,7)
- Quaglino G.P., Formazione. I metodi, Raffaello Cortina editore, Milano, 2014 (SOLO i cap. 1, 2, 6, 8, 10, 15, 18, 23, 25, 29, 30). I temi del testo di Quaglino saranno affrontati in aula con i frequentanti.
- Un testo a scelta tra i seguenti:

- Nothomb A. (2017), *Stupore e tremori*, Voland, Parigi [si invitano frequentanti e non frequentanti a consultare la scheda di supporto alla preparazione del testo sulla pagina e-learning dell'insegnamento]
  oppure
- Malet J. B. (2013), *"En-Amazonie". Un infiltrato nel "migliore dei mondi possibili*, Kogoi, Roma.
  oppure
- Bonifacio F. (2023), Fare il Rider. Pratiche, saperi e traiettorie di una professione emergente, Mimesis, Milano (SOLO i capitoli 3 e 4) [si invitano frequentanti e non frequentanti a consultare la scheda di supporto alla preparazione del testo sulla pagina e-learning dell'insegnamento]

Assessment methods

For attending students

During the exam the knowledge of the theories on adult education and of the training planning phases will be assessed. The possibility of elaborating and presenting a training project may also be requested, starting from a series of indications provided by the teacher. Knowledge of the concepts and themes presented in lectures (including exercises) and in the texts in the bibliography, the ability to use concepts to read the experiences, the clarity of presentation and the ability to critically analyze situations will be assessed.

Office hours

Programme validity

The course program is valid for two academic years (until and not beyond the September 2028).

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Course tutors and assistants

Sustainable Development Goals

QUALITY EDUCATION