

KURSBESCHREIBUNG/ COURSE DESCRIPTION

KURSTITEL <i>Course title</i>	International Teambuilding
KURS-ID <i>Course number</i>	120
Kursverantwortlicher <i>Person in charge</i>	Prof. Dr. Jack Bauersachs Prof. Dr. Rainer Waldmann
Art der Lehrveranstaltung <i>Type of course</i>	Elective
Studiengang <i>Course of studies</i>	Only for Erasmus students
Niveau <i>Course Level</i>	Undergraduate
Voraussetzungen <i>Prerequisites</i>	None
SWS <i>Lessons per week</i>	2
ECTS <i>ECTS (Credits)</i>	2
Art der Prüfung <i>Course assessment</i>	Seminar Paper
Unterrichtssprache <i>Course language</i>	English
Dozent <i>Lecturer</i>	JoAn Mann
Kursziele <i>Course objectives</i>	Participants acquire the basic interpersonal & task organizing skills required to work together in international teams. Participants learn to optimize how the group members work together as a team. They acquire the ability to discern how organisation, structures, processes, culture and relationships affect a team's success. They also acquire sensitivity to group dynamics & intercultural challenges to team effectiveness. Finally participants acquire the basic skills for giving effective feedback and for integrating feedback into their personal lives and business careers. The acquired skills also serve to provide the basis for effective team work and team development in subsequent courses.
Kursinhalte <i>Course contents</i>	International Team Building is conducted at the beginning of the semester as a three day off-campus seminar. The hands-on, outdoor training gives the students intensive exposure to the multifaceted nature of group dynamics. By working together to solve complex problems and through structured feedback sessions, the participants become sensitized to the roles they assume in group interactions, to the limitations imposed by the German and their own cultures, and to the conditions required for effective team work. The course supports the integration of foreign students into campus and social life and helps build lasting working relationships among all participants. The skills of giving and receiving of feedback are learned in

	<p>the protective atmosphere of small groups through intensive exchanges between instructors and participants. This leads to improved observation and communication skills.</p> <p>Moreover, the group members continually switch roles. This promotes a deeper understanding of social interaction, helps members to reflect on their contribution to the group process, encourages members to experiment with new behavioural concepts, and improves the group's capacity to cooperate and perform. Final feedback rounds offer the possibility to align the members' self-images with the perception others have of them, to reduce 'blind spots', to increase self-confidence and their ability to reflect. The capacity to give appropriate feedback in various situations, to monitor one's self image as well as the consequences of one's own behaviour form the basis for a successful career in management.</p> <p>Summary of content:</p> <ol style="list-style-type: none"> 1. Group dynamics, processes and structures in groups 2. Roles in groups (roles in tasks and supporting roles) 3. Group leadership 4. Effect of one's actions in groups 5. The 'give and take' of feedback 6. Self-image and how others see you 7. Communication levels (content versus relationship) 8. Conditions for successful co-operation 9. Cultural influences on teamwork <p>Note: The main emphasis of this course is not the conveyance of theoretical knowledge, but rather learning directly from experience. The theories on which the intervention and evaluation sessions are based are taught in the course 'Human Resources Management'.</p>
<p>Lehrmethoden <i>Teaching methods</i></p>	<p>This course is organized as an interactive experience and activity based training program. With the help of complex tasks, timed interaction activities combined with elements of surprise, classical outdoor training exercises, moderated feedback and reflection sessions, participants are taught the necessary conditions for effective teamwork.</p> <p>The teaching methods are based on the principles of self-organized learning. The instructors define their roles in terms of Schein's model of process consultation. They intervene by questioning the participants in a manner designed not only to examine their perspectives, but to introduce new perspectives and stimulate the group's creative process. The responsibility for these process remains with the participants.</p> <p>In the context of the learning environment, the students enjoy the opportunity to increase their observation, communication, co-operation, self-reflection, teamwork and management skills as well as their self-confidence.</p> <p>In addition, the course offers the students the chance to network and develop sustainable work relationships at the start of their studies.</p>
<p>Lehrbuch <i>Textbook</i></p>	<p>Forsyth, D. R., Group Dynamics, 6th ed., Boston et al., 2013</p> <p>Quick, J. C., Nelson, D., L., Principles of Organizational Behavior, 8th ed., Boston et al. 2013</p> <p>Wagner, M., Waldmann, R.: Vom Outdoor-Training zur Teamentwicklung, Welchen Beitrag leisten Hochseilgärten? in: Jagenlauf, M./Michl, W. (Hrsg.) Erleben und Lernen ? Internationale Zeitschrift für handlungsorientiertes Lernen, 1/2004.</p>
<p>Empfohlene Literatur <i>Recommended reading</i></p>	

Besonderes <i>Specific requests</i>	The weekend seminar is characterized by team teaching in a mountain hostel. The team consists of Prof. Dr. Bauersachs, Prof. Dr. Waldmann and 10 to 15 trained tutors selected from participants in the course 'Train the Trainer'. The tutors make it possible to conduct the training in small 'protected' groups (around 8) and to give qualified feedback.
Kurs gehört zum Zusatzzertifikat ... <i>Course is part of the additional certificate</i>	Not relevant.