



IDENTIFYING DATA

Public Leadership. Management of High-performance People and Teams

Subject	Public Leadership. Management of High-performance People and Teams			
Code	P04M125V01108			
Study programme	(*)Máster Universitario en Dirección Pública e Liderado Institucional			
Descriptors	ECTS Credits	Choose	Year	Quadmester
	3	Mandatory	1st	1st
Teaching language	Spanish			
Department	External Sociology, Political & Administration Sciences and Philosophy			
Coordinator	López Viso, Mónica			
Lecturers	López Viso, Mónica Natera Peral, Antonio			
E-mail	mviso@uvigo.es			
Web	http://www.faitic.es			
General description	(*)A presente materia, inserida no programa formativo do Máster Universitario en liña de Dirección Pública e Liderado Institucional da Universidade de Vigo, pretende.			

-Dar a coñecer as principais teorías ou enfoques do estudo do liderado na literatura académica de xestión directiva.

-Facilitar a comprensión dos elementos ou factores fundamentais para a análise do liderado público.

-Propor unha reflexión acerca dos problemas e dificultades para concretar o impacto do liderado no ámbito público e a valoración do seu éxito.

Igualmente, ao longo do curso preténdese abarcar o concepto, principios de desenvolvemento e principais habilidades vinculados á xestión de equipos de traballo. Para iso, o fío argumental da segunda parte do curso arrinca da interpretación do concepto de equipo, do coñecemento das súas características e evolución e culmina na achega de técnicas básicas para garantir o seu funcionamento e mellorar o rendemento dos integrantes.

Competencies

Code	
A1	(*)Posuír e comprender coñecementos que acheguen unha base ou oportunidade de ser orixinais no desenvolvemento e/ou aplicación de ideas, adoito nun contexto de investigación.
A4	(*)Que os estudantes saiban comunicar as súas conclusións, e os coñecementos e razóns últimas que as sustentan, a públicos especializados e non especializados dun xeito claro e sen ambigüidades.
B1	(*)Capacidade de fomentar, en contextos académicos e profesionais, o avance do coñecemento no eido da xestión pública a través dunha investigación orixinal.
C8	
C11	
D2	(*)Capacidade de crítica e auto-crítica.
D3	(*)Capacidade de traballo en equipo interdisciplinar.

Learning outcomes

Expected results from this subject	Training and Learning Results
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(*)	A1 A4	B1	D2 D3
(*)			C8 C11

Contents

Topic	
Subject 1: managerial public Leadership: approaches, factors of success and challenges	<p>1.1. The plurality of conceptions of the leadership. Approaches on the study of the leadership. Leadership and managerial management.</p> <p>1.2 Elements for the analysis of the public leadership. The personal equation of the leadership. Competition and skills of leadership. The behaviour of the leaders: adoption of decisions, realization of tasks and research of resources and supports.</p> <p>1.3 Perception and impact of the leadership. Problems of assessment of the impact and of definition of the public leadership.</p>
Subject 2: Concept and dimensions psicossociales of the Team of High Performance (EAR)	<p>2.1 Characteristics of the teams of high performance and evolution</p> <p>2.2 Climate and culture of teams</p> <p>2.3 Design and management of roles of team</p> <p>2.4 Resolution of conflicts; evaluation and management of quality in the teams.</p>

Planning

	Class hours	Hours outside the classroom	Total hours
Discussion Forum	0	16	16
Others	0	43	43
Autonomous practices through ICT	0	16	16

*The information in the planning table is for guidance only and does not take into account the heterogeneity of the students.

Methodologies

	Description
Discussion Forum	Actiivity developed in some virtual surroundings in which debate diverse subjects related with the academic field and/or professional.
Others	(*)A través de Fatic: Lectura de textos, actividades de autoavaliación, visualización pímulas e tutorías online
Autonomous practices through ICT	Activities of application of the knowledges to concrete situations and of acquisition of basic skills and procedimentales related with the subject object of study. They develop through the TIC of autonomous way.

Personalized attention

Methodologies	Description
Autonomous practices through ICT	Resolution of doubts of students in relation to some aspect of the subject (content, work or practices), as well as attention to their needs and queries related to the study and / or topics related to the discipline, providing guidance, support and motivation in the learning process. This activity will be developed in a non-contact way (through email or virtual campus).
Discussion Forum	Resolution of doubts of students in relation to some aspect of the subject (content, work or practices), as well as attention to their needs and queries related to the study and / or topics related to the discipline, providing guidance, support and motivation in the learning process. This activity will be developed in a non-contact way (through email or virtual campus).
Others	Resolution of doubts of students in relation to some aspect of the subject (content, work or practices), as well as attention to their needs and queries related to the study and / or topics related to the discipline, providing guidance, support and motivation in the learning process. This activity will be developed in a non-contact way (through email or virtual campus).

Assessment

	Description	Qualification	Training and Learning Results
Discussion Forum	(*)Actividade desenvolvida nunha contorna virtual na que se debaten temas diversos relacionados co ámbito académico e/ou profesional.	40	A4 B1 D3

Autonomous practices through ICT	(*)Actividades de aplicación dos coñecementos a situacións concretas e de adquisición de habilidades básicas e procedimentais relacionadas coa materia obxecto de estudo. Desenvólvense a través do TIC de maneira autónoma.	60	A1	C8 C11	D2
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Other comments on the Evaluation

The information on the activities evaluativas is available in the space of the asignatura in Faitic, under it labels "Evaluation" of each subject.

The alumnado will have option to present to the announcement of June-July from the adaptation that of these activities realize the docente and cuyo content will be hanged of the platform.

For the superación of this asignatura is necessary the reading and assimilation of the texts vinculados to each subject located in the platform Faitic.

In addition to the texts, the/the student will have access (direct/quotes) to a complementary bibliography.

Sources of information

Basic Bibliography

NATERA, A., **El liderazgo político en la sociedad democrática**, Centro de Estudios Políticos y Constitucionales, 2001

NATERA, A. y VANACLOCHA, F.J., dirs., **Los liderazgos en el mercado político y la gestión pública.**, Ed. del BOE, 2005

HEIFETZ, R. A., **Liderazgo sin fáciles respuestas**, Paidós, 1997

Complementary Bibliography

Recommendations
