

## **Module 4: Creation and development of teams and communities**

Subject 4.2: Team and community building and development II (10 ECTS)  
COMPULSORY

### **Duration and temporal location within the syllabus**

This subject is taught throughout the first year of the degree program.

### **Language**

Basque/Spanish/English

### **Brief summary of contents**

- **Self-managed learning**

The objective of this subject is for entrepreneurs to be able to relate to others in a positive way through the exercise of listening to others. The empathetic character is characterized by the ability to mobilize the set of knowledge and personal skills to display a pro-social behavior and personal skills to deploy a pro-social behavior. This behavior favors collaboration with others in the creation of a common construct that generates a greater social good.

- **Personal developmen**

Its objective is to enable entrepreneurs to develop their capacity for team learning through dialogue.

They must understand how a team is formed and developed by efficiently using their qualities within the team. They know the fundamental theories of organizational culture and know-how to create company strategies. People learn from each other through the exchange of practical experiences and theoretical knowledge.

- **Leadership**

Its objective is to introduce entrepreneurs to the theoretical and practical keys of organizational culture and the management and development of strategic thinking (values, mission and vision). They lead the company's strategy towards the development of projects that generate a positive impact (social, economic, environmental and spiritual).

### **Competencies**

#### **Core Competencies:**

(CB3) That students have the ability to gather and interpret relevant data (usually within their area of study) to make judgments (usually within their area of study) that include a reflection on relevant social, scientific and/or ethical issues.

(CB4) Students should be able to convey information, ideas, problems and solutions to both specialized and non specialized users and customers.

**Transversal Competences:**

CT1: Cooperative

**General/Personal Competencies:**

GC5: Team players

GC6: Honest and transparent

GC7: Passionate

**Specific/Professional Competencies:**

SC5: Multicomunicators

SC7: Results oriented

**Learning Outcomes (RA)**

The entrepreneur / entrepreneurial team:

RA1: Feel and express themselves openly and honestly. They are able to listen and understand others creating relationships based on respect

RA2: Have a desire to learn with others creating a safe space for team play.

RA3: They understand the importance of creating value for their company. They know and apply the fundamental theories of organizational culture

**Training activities**

- Team dialogue sessions for personal growth, cooperative learning and project design (2 ECTS, 50 hours).
- Reading books and other sources of information for the generation of new knowledge through essay writing (1 ECTS, 25 hours)
- Creating a real team and assuming leadership position in the team and in the projects (2 ECTS, 50 hours)
- Creation of business projects within the team company by establishing long-term value with customers (2 ECTS, 50 hours)
- Participation in courses, events and thematic presentations (1 ECTS, 25 hours)
- Individual and group follow-up meetings and evaluation process (1 ECTS, 25 hours)
- Application of ICTs and digital platforms (1 ECTS, 25 hours)

## Evaluation system

All subjects will be assessed by the continuing assessment system through which constant feedback is provided on the student's learning process.

Continuous feedback on the learning process of the entrepreneur, the team, and the company.

Both the teachers/team coaches of the degree, as well as expert profiles, advisors, and mentors, actively participate in this evaluation process with the aim of guaranteeing the coherence and validity of the process.

Bearing in mind that in each of the subjects, both individual and team performance will be assessed, the criteria to be used in the evaluation process will be the following:

- Individual work will be evaluated with evidence that corresponds to a maximum of 30% of the final grade,
- Team work will be evaluated with evidence that corresponds to a minimum of 70% of the final grade.

The evaluation process will be carried out twice a year in a dialogue session and the following learning tools will be used:

1. Evaluation of the team entrepreneurship process in all learning modules. The fulfillment of multiple indicators based on the learning outcomes established in the different modules are analyzed and assessed.
2. 360° evaluation of competency profile and individual performance. This is a personal self-assessment and co-assessment session with the team and team coaches using different tools to help evaluate the skills profile of the degree within three categories: teampreneur, teamlearner and teamleader. In this session it will be possible to count on the opinion of other agents participating in the learning process, such as clients and users.
3. The Personal Portfolio is a document through which all the necessary documents and data that serve as evidence in the entrepreneur's learning process and outcomes are collected.

## Bibliography

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- Koch, Richard & Lockwood, Greg, 2010, Superconnect - How the Best Connections in Business and Life Are the Ones You Least Expect, Abacus.

- Wenger, Etienne & Mcdermott, Richard & Snyder, William M, 2002, Cultivating Communities of Practise - A Guide to Managing Knowledge, Harvard Business Review Press.
- Lipman-Blumen, Jean & Leavitt, Harold J, 1991, Hot Groups - Seeding Them, Feeding Them, and Using Them Ignite Your Organization, Oxford Univ Pr.
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