

**Module 4: Team and community building and development**

- Subject 4.3: Creation and development of teams and communities III (5 ECTS)  
COMPULSORY

**Duration and temporal location within the curriculum**

This subject is taught throughout the third year of the degree programme.

**Language**

Basque/Spanish/English

**Brief summary of contents****Empathy and diversity**

The aim of this subject is for entrepreneurs to be able to relate to others in a positive way through the exercise of listening. An empathetic character in the face of diversity is characterised by the capacity to adequately mobilise all personal knowledge and skills to display pro-social behaviour. Such behaviour favours collaboration with others in the creation of a common construct that generates a greater social good.

**Team building and development**

Its aim is to enable entrepreneurs to develop their capacity for learning in teams through dialogue. They understand how a team is formed and developed by making efficient use of their qualities within the team. They are familiar with the fundamental theories of organisational culture and know how to create company strategies. People learn from each other through the exchange of practical experience and theoretical knowledge.

**Strategic thinking**

Its objective is to introduce entrepreneurs to the theoretical and practical keys to organisational 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).

**Associated Competences****Basic Competences:**

(CB3) Students should have the ability to gather and interpret relevant data (usually within their field of study) in order to make judgments which include reflection on relevant social, scientific or ethical issues.

(CB4) Students are able to convey information, ideas, problems and solutions to both specialist and non-specialist audiences.

**Transversal Competences:**

CT1: Cooperative

**General/Personal Competences:**

GC5: Team players

GC6: Honest and transparent

GC7: Passionate

**Specific/Professional Competences:**

CE5: Multicomunicators

CE7: Results-oriented

**Learning Outcomes**

The entrepreneur/entrepreneurial team:

RA1: They resolve conflicts and make decisions that favour the common good. They are conscious consciously connected to local and global challenges.

RA2: They learn continuously, bringing out the full potential of each member and defining challenging strategies at a high team level.

RA3: They lead the company's strategy towards the development of projects that generate a positive impact (social, economic, environmental and environmental).

**Training activities**

- Team dialogue sessions for personal growth, cooperative learning and project design (1ECTS, 25 hours).
- Reading books and other sources of information for the generation of new knowledge through essay writing (0,5 ECTS, 12,5 hours)
- Creating a real team and assuming a leadership position in the team and in projects (1ECTS, 25 hours)
- Creating entrepreneurial projects within the team company by establishing long-term valuable with clients (1 ECTS, 25 hours)
- Participation in courses, events and thematic presentations (0,5 ECTS, 12,5 hours)
- Individual and group follow-up meetings and evaluation process (0,5 ECTS, 12,5 hours)
- Application of ICTs and digital platforms (0,5 ECTS, 12,5 hours)

**Evaluation system**

All subjects will be assessed by means of the continuous assessment system through which constant feedback is provided on the learning process of the entrepreneur, the team and the company.

Both the degree trainers and the profiles of experts, advisors and mentors actively participate in this assessment process, with the aim of guaranteeing its coherence and validity.

Bearing in mind that in each of the subjects, both individual and team performance will be assessed, the criteria that will govern the assessment system of the degree are as follows:

- individual work can be assessed with evidence that corresponds to a maximum of 30% of the final mark and,
- team work will be assessed with evidence corresponding to at least 70% of the final mark.

The evaluation process will take place twice a year in a dialogue session and the following tools will be used:

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

### **Bibliography**

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