

Offshore Wind Energy MBA

Module: People Management

Hochschule Bremerhaven, Bremerhaven, Germany
& Business Academy Southwest, Esbjerg, Denmark

Teaching language: English

ECTS/weighting: 5 ECTS /
0.083 Full-time equivalent

Period: Autumn 2019

Approved: 05.09.18

Offered in: Ostend, Belgium

Tuition Fee: 2000 EUR



Subject director:

Prof. Dr. Wolfgang Lukas, University of Applied Sciences Bremerhaven

Lecturer:

Prof. Alexandros Psychogios, Professor of International Human Resource Management at Birmingham City Business School / Birmingham City University
Stefaan Vanhaecke (Senior Manager) & Annelies Stiers (HR Manager) from MHI Vestas

Prerequisites:

A bachelor or other equivalent degree combined with two years' work experience from the energy or offshore sector.

Course Theme

In order to cope with optimization and industrialization requirements on the one side and with still challenging risks on the other side the competences of every staff member as well as the leadership capabilities of managerial staff will play a crucial role in order to achieve success. Whereas a typical participant has a strong technical background and yet quite some experience in management and leadership this module offers a further development of leadership competencies based on cognitive insights and practical application.

Aim & objectives

The course aims at improving students' competences in leadership, by mostly focusing on challenging and turbulent contexts and enable them to realize the aspects of effective leadership and performance management of people and organizations. In particular, the course seeks to provide an in-depth understanding of the inner dynamics of human brain that enabling organizational decisions and boosting leadership capabilities targeting at high performance levels of individuals and teams.

Content

The Brain Adaptive Leadership approach will be utilized that relates to the intellectual mindset about leadership as well as to underlying emotional dynamics and brain automations. Moreover, the Complex Adaptive Leadership approach will be used to explain complexity and change in modern organizations, providing with insightful ideas and practices of how managers can deal with challenging situations. Special emphasis will be given on leadership style and specific change management practices that enhance team and organizational performance.

Objectives:

Develop students' understanding of managing people in organisations.

Show that leadership is a balance between meeting needs for organisational integration and adapting to the organisational, local national, international contexts.

Make students aware of a series of new ideas, concepts, and practices of people management based on scientific insights from complexity science, behavioural science and neuroscience.

Teaching methods and evaluation

- Innovative teaching methods: We strive for actual competences needed in the industry - a “bookless MBA”. Reading and study is done at home for class preparation. During class actual consultancy tasks and problems will be presented and the MBA students will apply theory in a real time scenario and solve actual problems for the partner firms.
- Exercises & Behavioral Experiments: through specific exercises and behavioral experiments students will be able to make sense of issues related to the study of people management within organisations as well as to apply theoretical frameworks in practice.
- Short Clinic Cases: particular short case-studies associated with aspects of people management will be analyzed and discussed through the contribution of lectures. This method will help students to develop a particular awareness and understanding of the module’s topic as well as a critical thinking.
- Self-study: We expect the participant to hold a high degree of self-discipline and show up well prepared and motivated for sharing knowledge.
- Online lectures: We will offer virtual online lectures in real time (video-conferences). This gives the participant a chance to discuss issues within the subject matter together with other participants and lecturers.
- Video podcasts. All online lectures will be available for download for the participants.
- Forum, chat and messaging: All students can get in contact with lecturer and fellow students and discuss, elaborate and clarify issues, ask questions and exchange views.
- Live cases will be analyzed in order to prepare the students/participants for future leadership requirements within wind energy.
- Students will meet physically during the module, maybe several times when required, and solve actual problems raised by partner firms. Geography will depend on the participants.

Time of classes and location:

One module consists of two workshops á two teaching days:

- September 9th and 10th, 2019 at Greenbridge, Ostende, Belgium
- September 19th and 20th, 2019 at Greenbridge, Ostende, Belgium

Form of instruction:

The teaching methods focus on evolving actual competencies needed in the industry with innovative methods of teaching as a centerpiece. Reading and studying is done at home for class preparation. During class, actual tasks and problems will be presented and the MBA students will then apply knowledge in a real-time scenario and solve actual problems for the partner firms.

Comments:

The course is limited to a maximum of 15 participants. Places are assigned on a first come, first served basis.

For more information, please contact:

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