**Executive MBA**

**Spring 2020-2021**

**MGMT 964 Great People Decisions**

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**Web:** SuCourse

**Office Hours:** By appointment

**Course Objective:**

The course will aim to increase the awareness and competence of participants in making refined people decisions, via a journey through Good, Better and Great People Decisions. This course will introduce students how to make more effective people decisions.

In a comprehensive and practical way, the course will use simple language to provide what one needs to know about hiring and promoting (senior) talent.

**Learning Outcomes:**Upon successful completion of the course, the student should be able to:

1.Better understand “What Good Looks Like” in talent management.

2.Examine and distinguish between the talent assessment and development tools and how they fit into an overall talent management plan.

3.Use relevant tools to identify opportunities and threats in making people decisions.

4.Apply the relevant techniques of critical thinking to analyze organizational needs and make timely recommendations.

5.Assess competencies demonstrated/required in different roles through performance displayed in or performance needs of the role.

6.Discuss individual strengths and areas of development (with “competency language”) while focusing on practical capabilities of “personal brand management” (oral/written).

**Course Material:**

Lecture, presentations, class-room discussions, handouts, classroom assignments, project

***Great People Decisions***, by ***Claudio Fernandez Araoz*** will be the “course book”

**Course Web:**

Executive MBA program maintains a joint web site for all EMBA courses offered in the spring semester (SuCourse). On the site, students will be able to find recordings of the course as well as weekly lecture notes/presentations.

**Instructional Design:**

The course will be taught with extensive discussions in the class. The students are expected to do pre-reading (from Great People Decisions) to be active in the class discussions. There will be a project paper to be prepared individually and presented and discussed in groups.

**Grading**:

|  |  |
| --- | --- |
| Attendance  Participation in class | : 25%  : 25% |
| Team Case preparation | : 25% |
| Team Case presentation | : 25% |

**Requirements:**

The course will be heavily based on open discussions and debate in class; hence active attendance to all 3.5 hours will be looked for, to be accepted as attended to that week’s class. And for similar reasons, anyone who fails to attend less than 4 of the 6 weeks will automatically get an “F” grade.

In Project Paper, the students will be expected to;

- prepare their “individual paper” (25%)

- present their project paper-as part of a team, confronted by fellow participants of the course (25%)

**Academic Honesty:**

Learning is enhanced through cooperation and as such you are encouraged to work in groups, ask for and give help freely in all appropriate settings. At the same time, as a matter of personal integrity, you should only represent your own work as yours. Any work that is submitted to be evaluated in this class should be an original piece of writing, presenting your ideas in your own words. Everything you borrow from books, articles, or web sites (including those in the syllabus) should be properly cited. Although you are encouraged to discuss your ideas with others (including your friends in the class), it is important that you do not share your writing (slides, MS Excel files, reports, etc.) with anyone. Using ideas, text and other intellectual property developed by someone else while claiming it is your original work is *plagiarism*. Copying from others or providing answers or information, written or oral, to others is *cheating*. Unauthorized help from another person or having someone else write one’s paper or assignment is *collusion*. Cheating, plagiarism and collusion are serious offenses that could result in an F grade and disciplinary action. Please pay utmost attention to avoid such accusations.

**Classroom policies and conduct**

Sabancı MBA Program values participatory learning. Establishing the necessary social order for a participatory learning environment requires that we all:

* Come prepared to make helpful comments and ask questions that facilitate your own understanding and that of your classmates. This requires that you complete the assigned readings for each session before class starts.
* Listen to the person who has the floor.
* Come to class on time.

**Course Schedule:**

|  |  |  |
| --- | --- | --- |
| **Session 1:** |  |  |
| Topic: | | Great People Decisions – An Introduction  Why Great People Decisions are So Hard? |
| Requirements: | | N/A |
| **Session 2:** |  |  |
| Topic: | | Knowing When a Change is Needed  What to look for and where to look |
| Requirements: | | Pre-reading to be provided (max 50 pages) |
| **Session 3:** |  |  |
| Topic: | | How to appraise people  How to attract and motivate best people |
| Requirements: | | Pre-reading to be provided (max 50 pages) |
| **Session 4:** |  |  |
| Topic: | | Practical Real Life - Case Studies |
| Requirements: | | Pre-reading to be provided (max 50 pages) |
| **Session 5:** |  |  |
| Topic: | | Project Presentations |
| Requirements: | |  |
| **Session 6:** |  |  |
| Topic: | | Project Presentations |
| Requirements: | |  |