
1. Professor: Mr JEAN-CLAUDE CHEMINAND-SERRÉ

2. Overview and objectives

Understand the manager's leadership's role in his organisation, in relationship with the motivation, delegation and control of his employees.

3. Targeted skills

Enable to discover the necessary competences needed to assume the position of a manager in technical, administrative, marketing or sales fields.

4. Prerequisites

Previous assignments as a trainee in various companies will bring a background necessary to efficiently participate in group exercises.

5. Level: Master 1

6. Course description and plan

- 1) Management
 - Definition
 - The manager's tasks
 - Managerial efficiency
 - Management styles
- 2) Motivations
 - Definition
 - Concepts evolution
 - Practices and recommendations
 - How to motivate
 - Keep the motivation
- 3) The organisation
 - Reasons and Approaches
 - Rethink the organisation
- 4) Delegation and control
 - Delegation principles
 - Control principles
 - Efficient delegation
 - Empowerment
- 5) Team Management
 - Employee professionalism
 - Employee management
 - Compensation
 - Information and Communication

6) Company culture

7. Teaching methods

Course and study questions/cases

Every 1,5 hour session will consist of 1 hour of course presentation followed by 0,5 hours of a series of questions related to the course, to be discussed by the students in groups.

8. Examination and assessment

Mid term assignment: 40%

The students will be evaluated through their group (3 to 5 students depending on the class size)

Final exam: 60%:

Company case

9. Bibliography

Patrice Stern, J-M Schoettl, La boîte à outils du management, Editions Dunod, 2013

Vincent Guibert, Comment manager, Editions d'Organisation Eyrolles, 2011, 2^e éd.

Lucie Prat, 100 questions pour Apprendre à Manager une équipe, Publication Afnor, 2011

Joseph-Luc Blondel, Manager votre équipe INSEP Consulting editions, 2009, 2^e éd.