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Syllabus

People Management for Entrepreneurs

Eminem

Barcelona, 2023

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Purpose

Helping participants to understand the key role People Management plays in entrepreneurship ventures and giving them practical tools to successfully lead entrepreneurial teams.

Desired Learning Outcomes

At the end of the session participants will:

- Recognize leadership as a social phenomenon and a key success factor for Start-Ups
- Know how to “read” the context and apply the leadership style that is most effective to achieve the desired result
- Understand the impact of People Management practices and Policies in Start-Up success
- Discover the Science behind High-performing teams and practice successful group norms in an experiential Setting (Everest 3.0 simulation)

Agenda

- Introduction to Leadership: How to recognize leadership?
- Leadership Styles and contextual leadership: tracking followers and situations
- The visionary leadership style: 4 practical tools to lead a team towards a shared ideal future
- There is no leadership without influence: 6 tools to influence a team
- The participatory leadership style and the ability to build high performing teams
- The Science behind Great teams: Google Project Aristotle; MIT Human Dynamic laboratories and the empirical evidence related to Collective Intelligence
- The discipline of Team Learning through the Everest 3.0 Simulation

Rules

- In the final test, there are 8 multiple-choice questions related with the contents of “Entrepreneurial leadership”. Some of the questions are related to the required readings, other questions are related with the content of the session.
- There are two required readings posted on Moodle:
 - Goleman, Daniel. 2000. Leadership that gets results. HBR March-April R00204-PDF-ENG
 - Hill, Linda A. Brandeau, Greg. Truelove, Emily. Lineback, Ken. 2014. Collective Genius. HBR June.
- The workshop will be mostly practical and dialogical and participation will be encouraged and welcomed