Course Descriptions None 2016-2017

Course Title	Managers @ Work
Course Code	EBC4045
ECTS Credits	6,5
Assessment	Whole/Half Grades

Period

Period	Start	End	Mon	Tue	Wed	Thu	Fri
5	18-4-2017	9-6-2017	X/E			X/E	

Level	Advanced
Coordinator	Wil Foppen For more information:w.foppen@maastrichtuniversity.nl
Language of instruction	English
Goals	1) enhance awareness of the relevance and applicability of theoretical concepts on management practice, with regard to management and organizational dynamics; 2) stimulate critical reflection on assumptions/hypotheses about management in organizational theory and research; 3) familiarize students with challenging settings in which managers operate and have to deal with paradoxes, trying to balance stakeholder and shareholder interests; 4) introduce and train students in reflective practitioning.
Description	Much of what is written about management and managers differs dramatically from the reality of everyday managerial work, as much as academic research tries to shed light on what managers do and what makes them effective. Models are not reality, the practice of managerial work is often poorly understood and it is difficult to develop insights with return- on-practice. The course provides ample opportunity for exploring the context, the paradoxes and the conundrums of management by asking relevant questions like: What is the actual contribution of management and what does the manager's job in reality look like? What about female managers (ref. glass ceiling)? Why are mostly women given critical assignments (ref. glass cliff)? How do managers overall perform (ref. critical professionalism)? Which challenges do managers run into and how to build a successful career? Do they fully grasp their business models, including the ins and outs of strategic, long term sustainability? Are they capable and willing to turn their businesses around? How does management relate to leadership? Do managers practice corporate citizenship, do they opt for shared value and live up to the impact of diversity and the claim for integrity? Academic research, professional literature and relevant news analysis will be confronted with evidence on managerial experience and practice in real life settings. While the focus of this course is on managerial practice, it requires students to exercise critical judgment in many forms. Academic articles must be scrutinized for their underlying assumptions and the limitations of their methods and data. Professional and popular publications need to be critically examined for the evidence behind their claims. All sources will have to be examined for the authors' (implicit) purpose and the use of rhetoric. Ina final paper and through a so-called e-documentary, based on studying the literature, an interview with and/or shadowing of at least one manager and the discussions in groups, students are required to demonstrate their insights into the relevance of management and the complexity of managerial work. Next to that students are explicitly invited to give feedback on the course, based on their intended learning outcomes. Note: assessment has three layers: 1. Individual academic paper, 2. A format-free e-documentary and 3. Sufficient participative contribution, will constitute the final grade!
Literature	A leading, compulsory reference book will be timely announced. Next to that two articles per session will be prescribed to read, prepare and discuss.
Prerequisites	Courses and workload are very demanding for all IB Master courses. Participants should have a bachelor degree with a major in Business or Economics. This also applies to exchange students. Exchange students need to major in organisation in their Master. An advanced level of English.
Teaching methods	PBL / Presentation / Lecture / Assignment / Groupwork
Assessment methods	Final Paper / Attendance / Participation
Evaluation in previous academic year	For the complete evaluation of this course please click http://iwio-sbe.maastrichtuniversity.nl/rapporten.asp?referrer=codeUM

This course belongs to the following programme / specialisation

Master Business Research	IB Electives
Master Business Research Track OR	IB Electives
Master Human Decision Science	Electives
Master International Business Track Accountancy	Electives
Master International Business Track Controlling	Electives
Master International Business Track Entrepreneurship	Electives
Master International Business Track Finance	Electives
Master International Business Track Organisation	Electives
Master International Business Track Organisation	Organisation
Master International Business Track Strategy and Innovation	Electives
Master International Business Track Sustainable Finance	Electives
SBE Exchange Master	Master Exchange Courses
SBE Non Degree Courses	Master Courses