



FACULTY OF
MANAGEMENT
University of Lodz

Leadership and teamwork management

Erasmus course



Dr. Izabela Różańska-
Bińczyk, Ph.D.

Department of Human
Resources Management

Assoc. Prof. Marek
Matejun, Ph.D., D.Sc.

Department of
Entrepreneurship and
Industrial Policy

Scope of the course



This course aims to present theoretical background and importance of teamwork management in modern organizations as well as develop and strengthen practical leadership competences in teamwork. The scope of the course includes, among others:

- The idea of contemporary HRM.
- Determinants of HRM.
- What`s new in HRM? New functions, new methods, new tools.
- The concept of a group and a work team.
- Effective communication within the employee team.
- Challenges in human resource management and the employee team.
- Leadership and management in teamwork.
- Leadership styles in teamwork.
- Relationships in teams and between teams.

The course will be conducted as activity workshops using multimedia content. Special attention will be paid to the shaping practical competencies in managing teamwork and leading teams.

Organizational issues



- Visit www.matejun.pl to get presentations
 - (Dla studentów – „For students”), pass: human
 - Attendance is obligatory
- English as the medium of instruction!
 - not to learn English, but use English as a tool for learning
 - however, let's support our language skills and please report any bugs!
- Form of assessment:
 - Test
 - For a group task done during classes, you can get extra 4 points from each of two lecturers
 - HRM trainings
- Office hours:
 - Izabela Różańska-Bińczyk
 - contact via e-mail: izabela.rozanska@uni.lodz.pl
 - Marek Matejun
 - contact via e-mail: marek.matejun@uni.lodz.pl

Organizational issues



Course schedule:

Monday 3.00 – 5.15 pm (3 ths)	Teacher
2024 October 28	Izabela
2024 November 04	Marek
2024 November 18	Izabela
2024 November 25	Izabela
2024 December 02	Marek
2024 December 09	Izabela
2024 December 16	Marek
2024 January 13 (Test)	Marek

- meetings without breaks!
- $3\text{h} \times 8 = 24\text{ ths}$ in total
- workshops

Dr. Izabela Różańska-Bińczyk



I am an Assistant Professor in the Department of Human Resource Management at the Faculty of Management of the University of Lodz

e-mail:

izabela.rozanska@uni.lodz.pl

More info at

<https://izabelarozanska.com.pl/>





Human Resource Management Department



**FACULTY OF
MANAGEMENT**
University of Lodz



Human Resource Management Department

Established in 1997

10 employees

Different research areas - we used to call them directions/trends in the development of HRM



FACULTY OF
MANAGEMENT
University of Lodz



More info at
www.izabelarozanska.com.pl



Assistant professor at the Department of Human Resources Management

I'd like to introduce myself:

- **Scientific development:**

- 2020 (PhD): „Transfer of good practices in human resources management from business to local government units”

- **Research interests:**

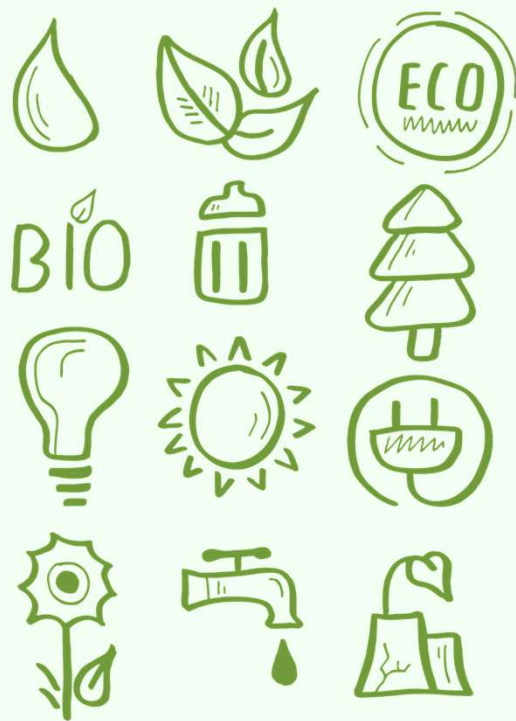
- green human resource management,
- sustainable development
- intergenerational management

- **Research projects:**

- Green human resources management and environmental performance of enterprises: Mediation analysis in multi-level approach” (National Science Centre (NCN), 2024-2027).
- Good practices of green human resource management (GHRM) in enterprises: international experiences (research grant from the University of Lodz, 2021-2025).
- Generation Alpha/(Z)Alpha: Expectations and experiences from professional life (2022-2025).
- Green HRM practices vs. multi-level organizational performance management (2019-2020).

- I am a researcher, lecturer and consultant in the area of human resource management.
- I am also a member of the Program Council of the Center for Sustainable Development Studies at the Faculty of Management, University of Lodz.
- A supervisor of the Student Academic Association „Personalni” at the Faculty of Management, University of Lodz.





**CENTRUM STUDIÓW
ZRÓWNOWAŻONEGO
ROZWOJU**

Wydział Zarządzania
Uniwersytet Łódzki



Research Team „Green HRM”



**Assoc. Prof. Marek
Matejun, Ph.D., D.Sc.**

**Assoc. Prof. Bożena
Matusiak, Ph.D., D.Sc.**

**Dr. Izabela Różańska-
Bińczyk, Ph.D.**

How was our research team created?

HR

Sustainable development

Performance management

General management issues

Quantitative research



Team selection
by:

- Common values
- Personality traits
- Positive impact
- Cooperation
- Mutual support
- Competencies
- Experience



OUR ACTIVITIES - selected

2024-2027: Research project: „Green human resources management and environmental performance of enterprises: Mediation analysis in multi-level approach”

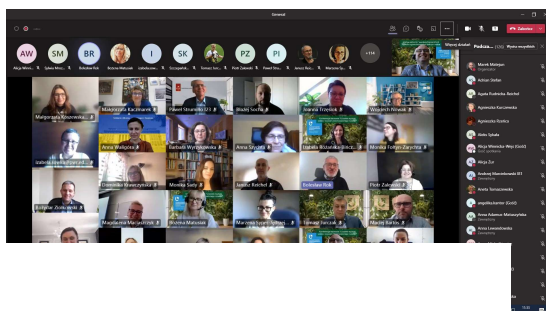
2021-2024: Research project „Good practices of green human resource management (GHRM) in enterprises: international experiences”

2020-2022: Research project: „Assessing employees' readiness to apply GHRM practices in organizations”

2019: Research project: „Green HRM practices and multi-level organizational performance management

2021: Academic Conference: "Higher education institutions towards the challenges of sustainable development".

2019: Academic Seminar "Green HR Practices in Modern Enterprises"



Wyzwania społeczne i technologiczne a nowe trendy w zarządzaniu współczesnymi organizacjami

09:30 - 10:45 - 8 JUN
Sesja plenarna 1

Prowadzcy: prof. dr hab. Maciej Urbaniak oraz dr Albert Tomaszewski

Uczestnicy: prof. dr hab. Jan W. Wiktor, prof. uczelni dr hab. Piotr Buła, prof. uczelni dr hab. Halina Brdulak, prof. uczelni dr hab. inż. Marek Matejun, prof. dr hab. Elżbieta Skrzypek

Opiekun: dr Celina Solek-Borowska

RATE SESSION

PREFERENCI

- Albert Tomaszewski
- Elżbieta Skrzypek
- Marek Matejun
- Halina Brdulak
- Maciej Urbaniak
- Jan W. Wiktor
- Piotr Buła

OUR ACTIVITIES - selected



Speeches at academic conferences

Research papers

Webinars

Speeches at European Economic Forum International

Academic events:

- Green HRM Practices in transition economy: Empirical evidences from Poland - keynote speech at Tokyo – International Conference on Social Science & Humanities (ICSSH), Social Science & Humanities Research Association (SSHRA) & Eurasia Research, **15-16. 12.2020, Tokyo** (Zoom)

Popular science promotional activities



Firmy, które stosowały zieloną strategię w zarządzaniu pracownikami, w czasie epidemii poradziły sobie znacznie lepiej.

[illegible]

cesie rekrutacji freweryzowani mogą być kandydaci, którzy dbają o środowiska. L&B Czasami ogłoszenie o pracę jest zbędne, tak, żeby właśnie zachęcić do zgłaszania się kandydatów w warunkach na terenie

dziś, przeprowadziliśmy badanie sondażowe oparte na opiniach pracowników i menedżerów firm z regionu kłódzkiego. Pytaliśmy ich, czy w swoich miejscach pracy widzą szczyty zero.

Ala to w Polsce działka jeszcze nie do końca zapelniona.

Wydaje się, że obecnie przecznie skupiły się na funkcjonowaniu takich ciałem, a nie na ekolo-



Online conference

**SDGLab
Society 5.0**

18-19th November 2020, 10:00 am - 1:00 pm

[Register](#)

Russell Beard (England)

A film producer, winner of many awards, passionate about activities to improve the world. Co-founder of the famous ecological program *Al Jazeera Earth-Sea*, he travels all over the world meeting influential environmentalists and entrepreneurs, innovators and activists. His film *"Singapore: A New Greened City"* shows how landfills, air, environmental, etc.



Dr. David J. Williams

Prof. Marek Matejoun

Prof. Matejoun holds a doctor of science degree (habilitation) in management sciences. He is University Professor at the Department of Entrepreneurship and Industrial Policy, Faculty of Management, University of Lodz. His research interests focus on entrepreneurship and small business management, modern concepts and methods of management, as well as research methodology in management sciences. He is also interested in issues of corporate social responsibility and new trends in human resources management. He is the author/codirector of over 170 scientific publications. He has participated in many research projects and also in research visits at universities in Finland, China and the United Kingdom. He also holds the position of the Assistant of Social Science and Humanities Research.



DSc Bożena Ewa Matusiak

Bożena Ewa Matusiak is a doctor of science (habilitation) in management sciences. Employed as a University Professor at the Department of Computer Science, she is the Head of the Department of Data Analysis and Intelligent Systems at the Faculty of Management, University of Lodz. Her research interests include the application of intelligent systems, knowledge and problem solving, flexible decision management and the development of smart cities, society 5.0, smart grids and intelligent systems as well as green IT. She is the author or co-author of over 120 scientific papers. She took part in many international research projects. She is also the Head of the Center for Sustainable Development Studies at the Faculty of Management of the University of Lodz.



Patricia A. Hensley, PhD, is an associate professor of nursing at the University of North Carolina at Chapel Hill. She is also a senior research advisor at the Center for Health Systems Research and Analysis, the same center where she worked for 10 years as a research advisor. Dr. Hensley has been a member of the American Association of Colleges of Nursing since 2008 and is currently serving as the president of the American Association of Colleges of Nursing's Research and Scholarship Division. She has published numerous articles in nursing journals and has been a frequent speaker at national and international nursing conferences. Dr. Hensley is also a past president of the American Association of Colleges of Nursing's Research and Scholarship Division.

Dr h.c. Izabela Róžańska-Birczyk, holds a Management Sciences PhD in Economics and is employed as an Assistant Professor at the Department of Human Resource Management at the Faculty of Management, University of Łódź. She is a practitioner and researcher in human resource management. The current areas of her research interests are mainly green HRM, green human resource management, sustainable development and the latest trends in human resource management. She is also a member of the Program-Project of the Center for Sustainable Development Studies at the Faculty of Management of the University of Łódź and the tutor of the Student Science Club Association.



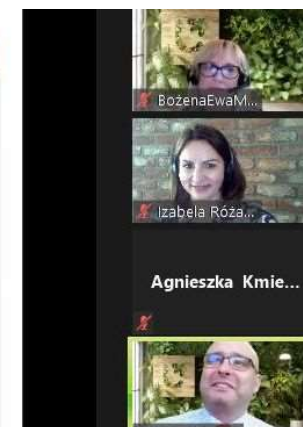
...jesteście gotowi na Green HRM?

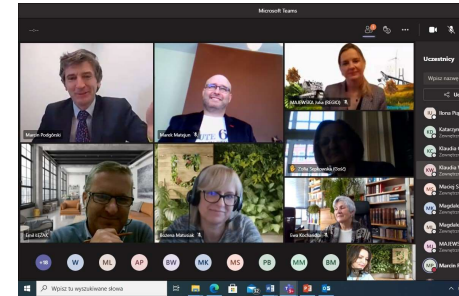
Serdecznie zapraszamy do udziału w badaniu!

Ocena gotowości pracowników do stosowania praktyk zielonego zarządzania zasobami ludzkimi (GHRM) w organizacji



Badanie realizowane przez zespół badawczy:
Dr hab. Bożena Ewa Matusiak, prof. UŁ





Koncepcja Green HRM

Green HRM

- integruje koncepcje SD oraz HRM rozwijając zielone kompetencje, motywując w celu podejmowania aktywności proekologicznej oraz kreując warunki dla eksploracji i eksploatacji zielonych okazji przez pracowników w organizacjach (Renwick et al., 2013).
- stanowi komponent SHRM uwzględniający kontekst ekologiczny jako podstawę decyzji kadrowych w celu promowania wśród pracowników zachowań sprzyjających poprawie wyników środowiskowych całej organizacji, wykorzystywanych w pracy zawodowej, a także przenoszonych do życia prywatnego (Amrutha & Geetha, 2020; Shafaei et al., 2020).



Środowisko wdrażania praktyk GHM

- Praktyki GHM są w większym zakresie wdrażane/postrzegane w firmach, które implementują zasady koncepcji zrównoważonego rozwoju ($r_{0.64}$)



Wnioski:

- Zakres stosowania praktyk GHM jest istotnie, pozytywnie i silnie determinowany przez implementację zasad koncepcji zrównoważonego rozwoju (SD) w badanych przedsiębiorstwach.



Green HRM – Sustainable HRM – what are they? Do they differ and how to introduce them in the company?

SDGLab Society 5.0 Conference
Małopolska Regional Development Agency
18-19th November 2020, Krakow, Poland



Authors:
Assoc. Prof. Bożena Ewa Matusiak, Ph.D., D.Sc.
Faculty of Management, Comp. Science Department, UK
Dr Izabela Różańska-Binczyk
Faculty of Management, HR Department, UK
Assoc. Prof. Marek Matejun, Ph.D., D.Sc.
Faculty of Management, Entrepreneurship and Industrial Policy Department, UK



B. Matusiak, I. Różańska-Binczyk, M. Matejun: Gr...

Green HRM Practices in transition economy: Empirical evidences from Poland

Conference keynote speech

The city of Łódź

DISCOVER

Obejrzyj w YouTube

Conference on Social Science & Humanities (ICSSH)
Research Association (SSHRA) & Eurasia Research
November 2020, Tokyo (Zoom)

Kopijuj link

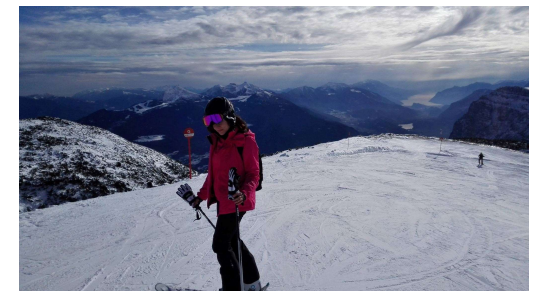
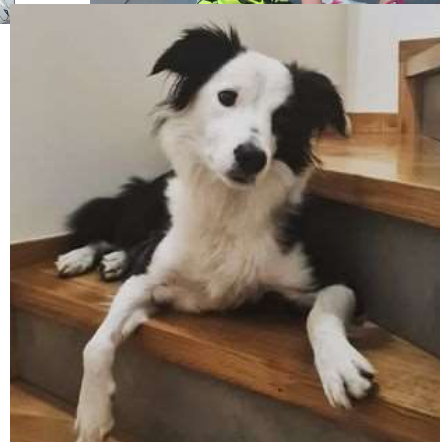
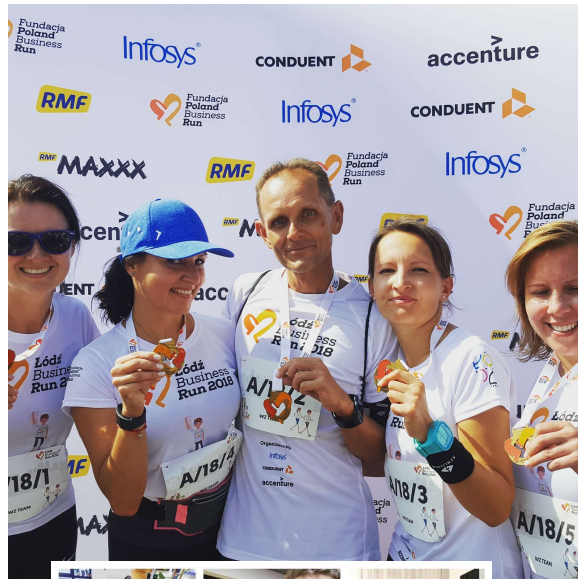
Assoc. Prof. Bożena Ewa Matusiak, Ph.D., D.Sc.
Department of Computer Science

Izabela Różańska-Binczyk, Ph.D.
Department of Human Resources Management

Assoc. Prof. Marek Matejun, Ph.D., D.Sc.
Department of Entrepreneurship and Industrial Policy



I am also... the owner of Lilly - a border collie, a runner, a representative of the volleyball team of employees of the Faculty of Management of the University of Lodz, a volunteer of the charity action Szlachetna Paczka





Marek Matejun, Ph.D., D.Sc.

Associate professor at the Department
of Entrepreneurship and Industrial Policy

Faculty of Management, University of Lodz

More info at
www.matejun.com



- Associate Professor at the Department of Entrepreneurship and Industrial Policy
- **Scientific development:**
 - 2006 (PhD): „The role of outsourcing in the area of accountancy and tax consultancy in small and medium-sized enterprises development”
 - 2016 (DSc – habilitation): „Absorption of support in development management of micro, small and medium-sized enterprises – a strategic approach”
- **Scientific interests:**
 - entrepreneurship and small business management,
 - modern concepts and methods of management,
 - research methodology in management sciences.
- **Author or co-author of over 180 scientific publications**

Recent research visits:

- 2019: University of Helsinki, Finland
- 2017: Chongqing Jiaotong University, China
- 2016: Kingston University, UK

More info at
www.matejun.com



Recent research projects in international cooperation:

- 2016-2021: „Opportunity based approach to innovation management in small and medium-sized enterprises” with Prof. Zdeněk Mikoláš (College of Entrepreneurship and Law, Czech Republic)
- 2017: „Internal structure of management sciences - subdivision into scientific sub-disciplines” with Prof. Mengying Feng (Chongqing Jiaotong University, China)

Membership in international scientific associations:

- European Association of Methodology (EAM), Germany
- Social Science and Humanities Research Association (SSHRA), India - President
- The Academy of Management (AOM), USA

Membership in editorial boards of international scientific journals:

- University Scientific Notes (Ukraine) - member of the editorial board in the area of management
- People: International Journal of Social Sciences (India) - Editor-in-Chief
- World Journal of Management (Australia) - member of the editorial board



Today:

Team building activities

Personal presentations



Answer 3 questions!

1. Introduce yourself and your countries;

Where and what do you study?

Present your educational and personal interests.

2. Why did you choose Poland and what do you expect from an Erasmus mobility programme?

3. What do you expect from the „Leadership and Teamwork Management” course?

Personal presentations - results



Name	Country
Abbiati Alessandro	
Bisch Mathys	
Calabrese Leonardo	
Caldarulo Luca	
Cerkini Orhidea	
Cezard Florian	
Compton Nicole	
Eaton Richards Rhoda Lee	
Fernandes Almeida Iris	
Frangiamore Sofia	
Ibrahim Muhammad Noufal Rizka	
Moreira Rendo Joao Francisco	
Pfeiffer Anna	
Solarevic Ivana	
Weller Melina	
Zammit Marmara Ilai	

Course expectations:

Team building activity



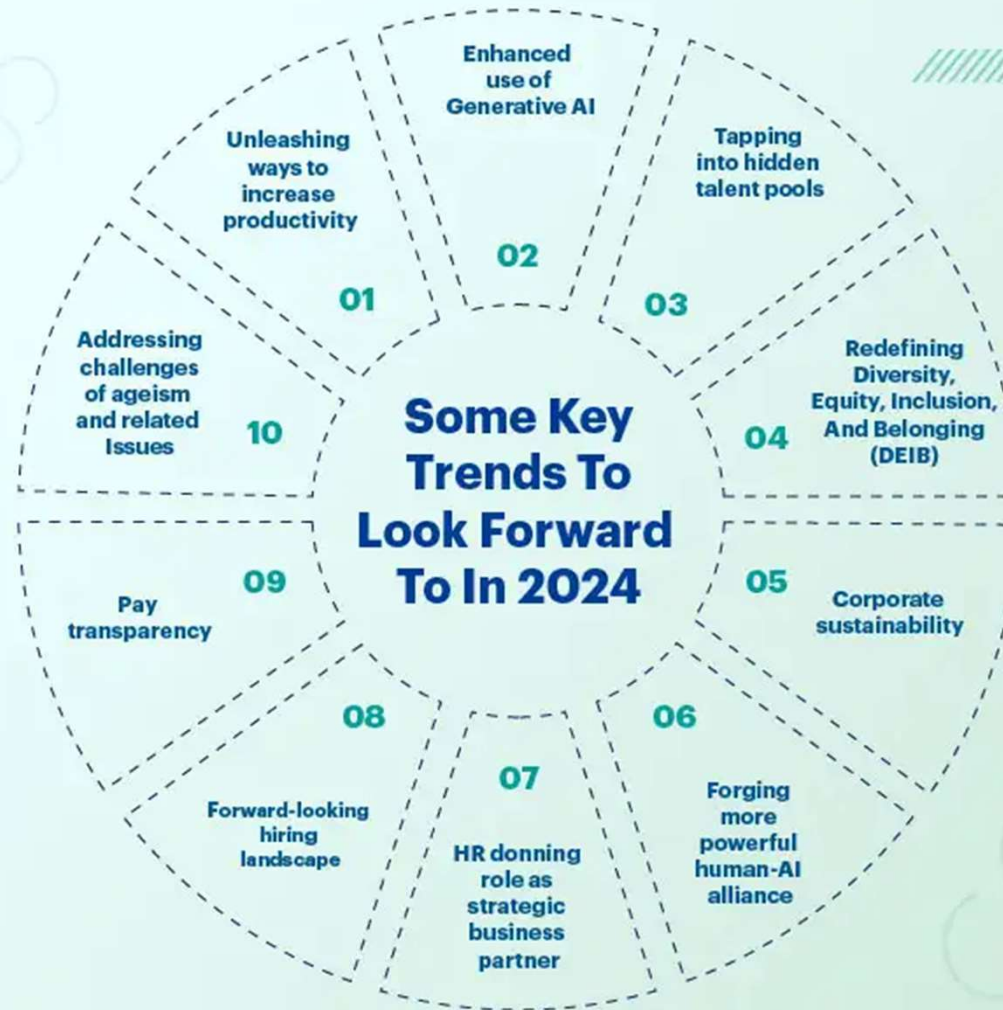
- **Step 1:** Divide into teams (with students from different countries!)
- **Step 2 in teams:**
 - Discuss main modern challenges in Human Resource Management
 - Choose and formulate one specific topic: modern challenge in Human Resource Management (name this challenge!)
 - Draw a picture expressing your topic (without the name of the topic)
- **Step 3:** Sharing pictures with other teams
- **Step 4 in teams:**
 - Analyze the picture - guess what the topic is?
 - Present and describe the received picture – present the topic of the other team
 - Do the topics match?

The *top 10 priorities* for HR teams in 2024



The top priorities for HR professionals and people teams this year, according to 300 UK HR decision-makers (surveyed by Onepoll for Ciphr in February 2024).

Some Key Trends To Look Forward To In 2024



Source: [Top 10 HR Trends for 2024 - Talenbrium](#)