



FACULTY OF  
MANAGEMENT  
University of Lodz

# Leadership and teamwork management

## Erasmus course



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# Scope of the course



**The aim of this course is 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:**

- Team building activities
- The concept of contemporary HRM
- The concept of a group and a team work
- Effective communication within the employee team
- Challenges in human resources management and the employee team
- Team building process
- Leadership in team work
- Management styles in team work
- Decision-making in teams

**The course will be conducted in the form of activity workshops. Special attention will be paid to the shaping practical competencies in managing teamwork and leading teams.**

# Organizational issues



- Visit [www.matejun.pl](http://www.matejun.pl) to get presentations
  - (Dla studentów – „For students”), pass: human
- Form of assessment:
  - Test in electronic format (20 single-answer questions) at the last meeting
  - Two options in the test questions: (1) Select the correct answer, (2) Select the wrong answer, eg.:
    - (Q) Select the wrong answer: Component of transformational leadership is:**
      - a) Intellectual stimulation
      - b) Individualized consideration
      - c) Shared leadership
      - d) Inspirational motivation
  - HRM trainings (additional points)
- Office hours:
  - Izabela Różańska-Bińczyk
    - contact via e-mail: [izabela.rozanska@uni.lodz.pl](mailto:izabela.rozanska@uni.lodz.pl)
  - Marek Matejun
    - Tuesdays, 6.30 pm – 8.00 pm, MS Teams; link on my website
    - contact via e-mail: [marek.matejun@uni.lodz.pl](mailto:marek.matejun@uni.lodz.pl)

**You get 1 point for each class you attend and for teamwork. These points are added to your final score. If someone did not attend the classes, they do not get the extra points, but they take the final exam. The extra points can help you get a better final grade in the course.**

# Dr. Izabela Różańska-Bińczyk



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# Organizational issues

- We get to know each other
- We learn from each other
- We don't judge each other
- We cooperate in groups
- We take part in the discussion.



- For each workshop you take part in, you get 1 extra point.
- If you are absent, you need to make it up during my consultations (online). Please send me an email first to set a time
- 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 errors!

# Organizational issues



## Course schedule:

<b>Monday 3.50 – 6.05 pm (3 ths)</b>	<b>Teacher</b>
27 October 2025	Marek
3 November 2025	Izabela
10 November 2025	Izabela
17 November 2025	Izabela
24 November 2025	Izabela
1 December 2025	Marek
8 December 2025	Marek
15 December 2025(Test)	Marek

- meetings without breaks!
- 3h x 8 = 24 ths in total
- workshops with trainings

# Stereotypes



A stereotype is a **fixed general image or set of characteristics that a lot of people believe represent a particular type of person.**

**Stereotype has a negative connotation.** But a stereotype is simply a generalization about how a group of people behaves. It may be statistically accurate but not universally valid. We shouldn't make decisions affecting an individual based on a stereotype, even if it is statistically accurate

In social psychology, a stereotype is a **generalized belief about a particular category of people.** It is an expectation that people might have about every person of a particular group.

A stereotype is a general idea about how a group of people behaves. It might be true for some, but not for everyone. We shouldn't judge or make decisions about a person based on a stereotype, even if it seems partly true.

Source: Eagly, A. H., & Koenig, A. M. (2021). The vicious cycle linking stereotypes and social roles. *Current Directions in Psychological Science*, 30(4), 343-350.

# 70 People Reveal Their Country's Most Popular Stereotypes

<https://www.youtube.com/watch?v=4MRZbWuUmkk>





# Exercise - break stereotypes

# Questions for discussion



## General Questions

- Which stereotype surprised you the most? Why?
- Did you notice any similarities between the stereotypes about different countries?
- Which stereotypes about your own country do you find the most unfair or untrue?
- Which facts or interesting pieces of information shared by your classmates did you find the most surprising or new?

## Critical Thinking Questions

- What makes people believe in stereotypes?
- Why are some stereotypes difficult to challenge or change?
- Did this exercise change the way you think about any country and its people? If yes — how?
- Did your perception of any country change after the presentations? If yes — how?



## Questions About the Work Process

- How did you feel working in an intercultural team?
- What was the most difficult part of analysing the stereotypes and arguing whether they are true or not?

# Exercise -Teamwork Across Cultures



## Instructions

- Work in small groups (2–3 students from different countries). Talk about how people work in teams in your countries.  
Choose **2 topics**, discuss them, and prepare a short presentation.
- **Topics (choose 2)** - How people make decisions; What a good leader should do; How people communicate in a team; How people solve conflicts; Punctuality and meeting habits; How teams share work; Attitudes toward deadlines

## Your Task

For each topic. **Talk** about how teamwork looks in your country. Find **one difference** and **one similarity** between your cultures. Write a short example (a real situation or something typical).

## Presentation

Tell the class:

– Which topics you chose, one similarity, one difference, your example.

Presentation time: **5 minutes** per group.

**Goal of the activity:** To understand how teamwork can be different or similar across cultures and learn how to work better in international groups.

# Questions for discussion



- Did this exercise help you break stereotypes about selected nationalities?
- Does this exercise touch on important issues?



# More about Poland

## Poland:

- **Top 10 Places To Visit In Poland - 4K Travel Guide**

<https://youtu.be/FZb2uCgosdc?si=FDqGKlx1e-Rz9-Fw>

- **Why POLAND Is Your Next Epic Europe Trip | Lonely Planet's Best in Travel 2024**

<https://youtu.be/UxVPPVbc2sM?si=pAzcY-b66T6ZULSh>

- **Show Me Poland**

<https://youtu.be/uxQEkmVwtJI?si=7pgxC6vWVOCU8sdK>

- <https://www.youtube.com/watch?v=FJcqzKFf5II>

- 15 Things You Didn't Know About Poland:

- <https://www.youtube.com/watch?v=-88MfJr4-dg&t=65s>

## **THINGS TO DO IN LODZ:**

<https://www.youtube.com/watch?v=QEUb9byl1V8>

## **One day in Łódź:**

<https://www.youtube.com/watch?v=WOtH94npskA&t=75s>

- **Lodz, Poland: travel video**

[https://youtu.be/yfGnxvHt00?si=BjPN\\_VQKHLE5NWj8](https://youtu.be/yfGnxvHt00?si=BjPN_VQKHLE5NWj8)

