



FACULTY OF  
MANAGEMENT  
University of Lodz

# Leadership and teamwork management

## Erasmus course



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More info at

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



# 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



## Course schedule:

Monday 3.00 – 5.15 pm (3 ths)	Teacher
2025 March 17	Izabela
2025 March 24	Izabela
2025 March 31	Izabela
2025 April 07	Izabela
2025 April 28	Marek
2025 May 05	Marek
2025 May 12	Marek
2025 May 19 (Test)	Marek

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

# Personal presentations - results



Name	Country
Aguilar Margalejo <b>Claudia</b>	
Barrand <b>Chloe</b>	
Bati <b>Yasin</b>	
Bekesh <b>Ayaulym</b>	
Bunuel <b>Pablo</b>	
Clemente Maza <b>Clara</b>	
Dzhus <b>Viktoriia</b>	
Kargaeva <b>Alsu</b>	
Kaya <b>Berfin</b>	
Kryvitska <b>Ines</b>	
Leach Solchaga <b>Maria</b>	
Pueyo Elfau <b>Jaime</b>	
Ribeiro <b>Nicole</b>	
Saumench Iglesias <b>Alberto</b>	
Villacampa Tsikhovlyas <b>Daniel</b>	
Yuyucuer <b>Alper</b>	

# Organizational issues



- Visit [www.matejun.pl](http://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**  
(I have 4 meetings with you; for each participation in tasks during my workshops, you get 1 extra point. It works the same way on Mark's classes)
  - HRM trainings
- Office hours:
  - Izabela Różańska-Bińczyk
    - contact via e-mail: [izabela.rozanska@uni.lodz.pl](mailto:izabela.rozanska@uni.lodz.pl)
  - Marek Matejun
    - contact via e-mail: [marek.matejun@uni.lodz.pl](mailto:marek.matejun@uni.lodz.pl)



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](http://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**

More info at  
[www.izabelarozanska.com.pl](http://www.izabelarozanska.com.pl)



- **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).



### Recent research visits:

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

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### 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?**

# 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).

# The biggest HR challenges in 2025



What do you think will be the most important HR trends in 2025?

- 1 Hybrid and remote work optimisation
- 2 Employee well-being and mental health
- 3 AI and automation in HR
- 4 Diversity, Equity, Inclusion and Belongingness
- 5 Skills-Based Hiring
- 6 Sustainability in HR Practices

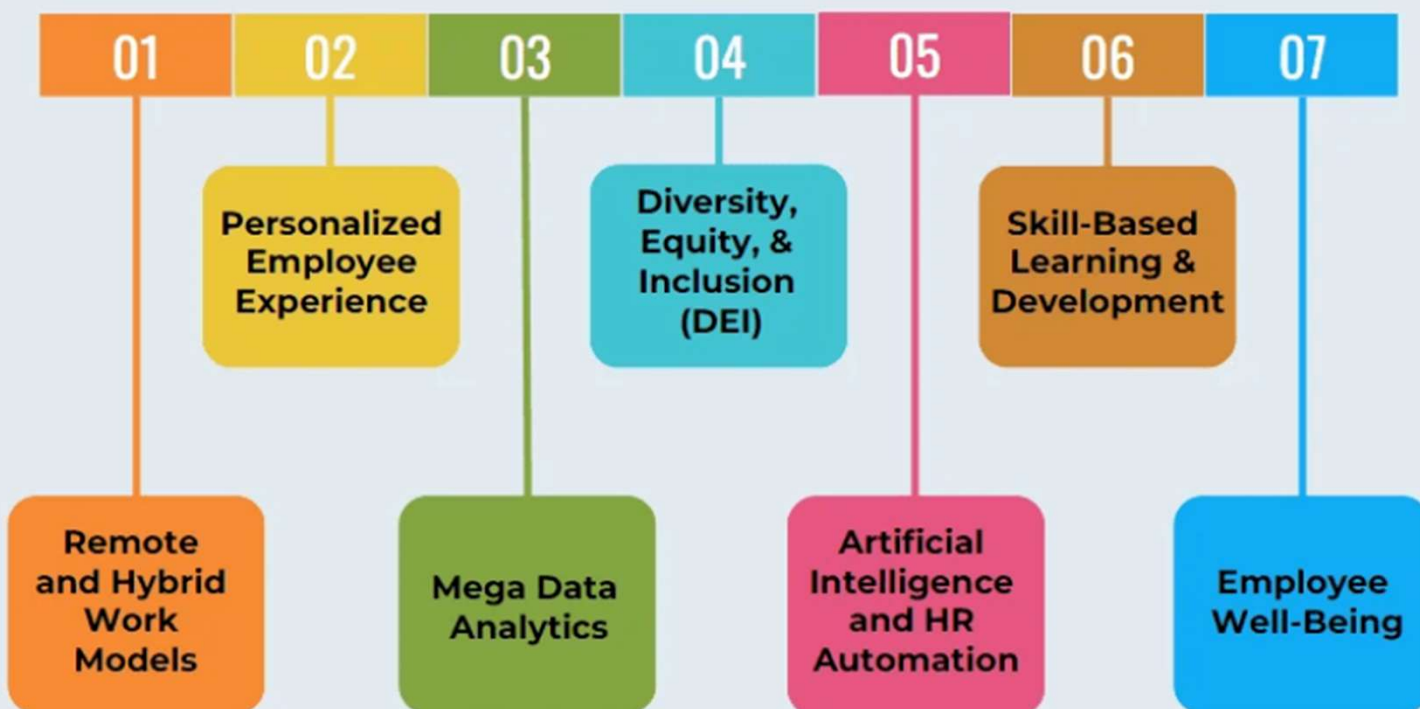
## Top HR Trends





# Recent HR Trends 2025

*Transforming the Future of Workplace Strategies*

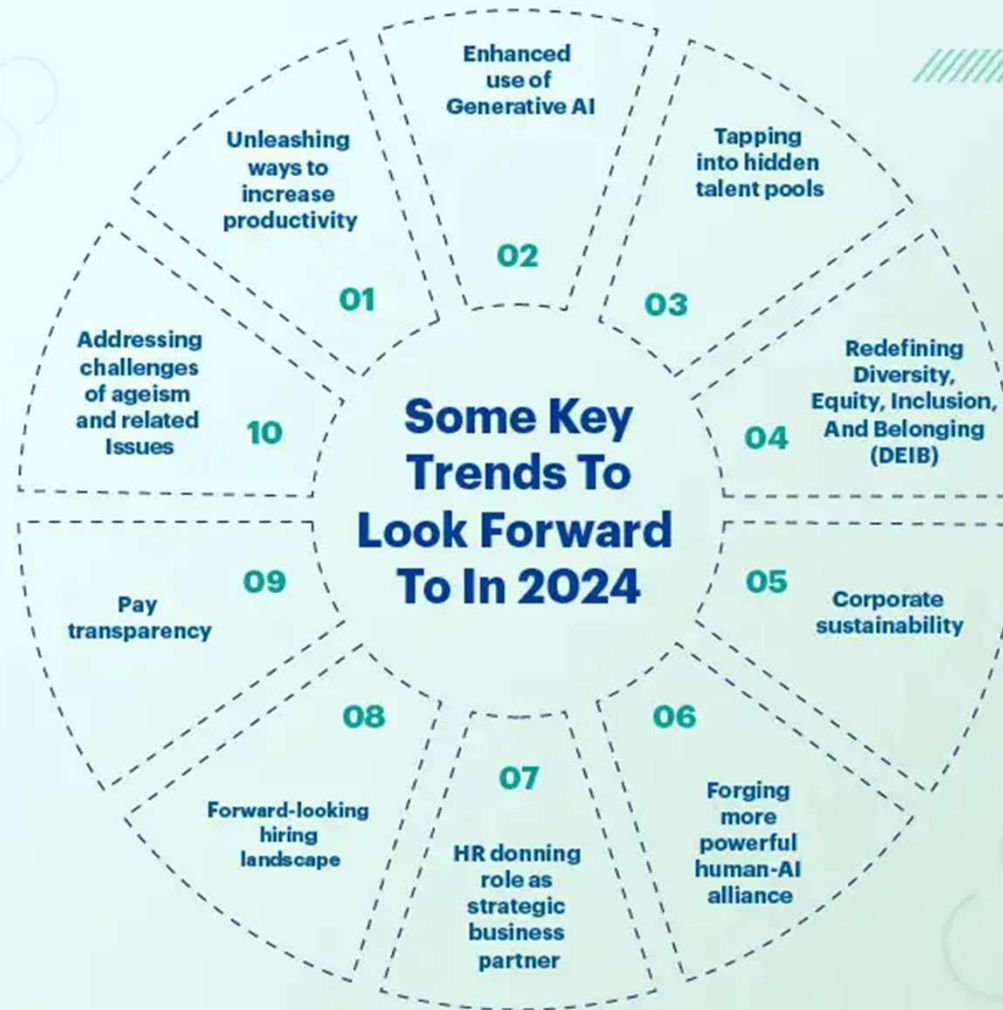




HR Trends of 2025



## Some Key Trends To Look Forward To In 2024



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