



FACULTY OF  
MANAGEMENT  
University of Lodz

# Leadership and teamwork management Erasmus course



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UNIVERSITY  
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# 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](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)

# Organizational issues



## Course schedule:

| Monday<br>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

# 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.
- 
- 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!





# Team building activities

## We get to know each other...



- **Step 1:** Find people with candy of the same color, get into teams - by the color of the same candy
- **Step 2:** In teams, discuss what 3 things you have in common, e.g. favorite food, favorite music band, the most important movie, the same age, the same eye color, etc.
- **Step 3:** Then find at least 3 characteristics that make you different, e.g. nationality, someone who likes to get up early, someone who doesn't, etc.
- **Step 4:** Present what you have in common and what are the differences between you



## Questions for discussion



- Did you discover any interesting, unusual similarities?
- Was the exercise difficult or uncomfortable for you? If so, then why?
- Was the exercise easy and enjoyable for you? If so, then why?
- Would it be easier for you to work in a group now?

# Programs in the area of HRM



- Talent Management
- Work Life Balance Standard
- Employer Branding
- **Diversity Management**
- Corporate Wellness
- Corporate Social Responsibility (CSR)



# Exercise - work in groups



**Reading the paper, answer the key questions:**

group 1 **What is diversity management?**

group 2 **What are the types of diversity?**

group 3 **What are the benefits of diversity management in the workplace?**

group 4 **What are the challenges of diversity management?**

group 5 **How can you improve your diversity management?**

Source:

<https://minthr.com/glossary/diversity-management/>

<https://resources.workable.com/hr-terms/the-types-of-diversity>

# We get to know each other...



- **Step 1:**

**Reading the paper, answer the key questions.**

Group 1 What is diversity management?

Group 2 What are the types of diversity?

Group 3 What are the benefits of diversity management in the workplace?

Group 4 What are the challenges of diversity management?

Group 5 How can an organisation improve its diversity management?

- **Step 2: Prepare answers to questions using paper and markers.**
- **Step 3: Present your team's work in front of everyone in the class.**

## What is diversity management?



**Diversity management is the action taken by an organization to ensure the inclusion of employees from a range of backgrounds. It is there to create a workplace that is diverse and inclusive.**

**By not only hiring employees from a variety of backgrounds (diversity) but also making them feel welcome (inclusion), an organization can expect to see a stronger culture and improved business results.**

# Diversity management



This narrow definition of diversity primarily focuses on the recruitment regulations and procedures of organizations. In contrast, using a broader definition, diversity management is a more inclusive approach towards attracting new personnel, proposing a broader understanding of individual differences that also includes factors such as sexual orientation, skills and experience. Of course, the different definitions and related perspectives influence the problems of implementation and the rules and arguments guiding the development of diversity management.

# Diversity management



Diversity management is a process intended to create and maintain a positive work environment where the similarities and differences of individuals are valued, so that all can reach their potential and maximize their contributions to an organization's strategic goals and objectives.

# Diversity management



Diversity means having a range of people with various racial, ethnic, socioeconomic, and cultural backgrounds and various lifestyles, experiences, and interests. Having a variety of individuals and points of view represented in the department. Diversity is a group of people who are different in the same place.



# What are the types of diversity?



Based on the standard diversity definition, the types of diversity in a social context are theoretically infinite: they encompass every characteristic that appears with variations among a group of people (such as hair or eye color). But usually, when it comes to workplaces, there are seven types of diversity we pay attention to.

**Here's a list of the different types of diversity in the workplace:**

- Cultural diversity
- Racial diversity
- Religious diversity
- Age diversity
- Sex / Gender diversity
- Sexual orientation
- Disability

# What are the benefits of diversity management in the workplace?



- Companies with more diverse workplaces perform better than their less diverse competitors
- Strong inclusion practices can give organizations a competitive edge
- Diversity and inclusion are essential for business recovery and resilience in times of crisis

Organizations that successfully implement diversity management in their workplaces have access to a wider talent pool. This means access to more skilled and innovative workers who have the ability to help an organization grow by :

- Improving organizational performance
- Encouraging innovation
- Enhancing customer service
- Being a source of competitive advantage
- Expanding the talent pool
- Helping to build a better reputation

# What are the types of diversity management?



There are three types of diversity management:

- **Structural Diversity Management :**

It is when an organization changes its structure to be more inclusive. This could involve changing the way job descriptions are written so that they do not exclude certain groups of people or setting up employee resource networks for underrepresented groups.

- **Process Diversity Management :**

It is when an organization changes its processes to be more inclusive. This might involve changing the way performance reviews are carried out or redesigning recruitment and selection processes to remove unconscious bias.

- **Behavioural Diversity Management :**

It is when an organization changes its culture to be more inclusive. This might involve changing the way leaders communicate with employees or introducing policies and initiatives to support a more diverse workforce.

## What are the challenges of diversity management?



- There are many challenges in managing diversity in the workplace. One of the most significant challenges is unconscious bias when people judge others based on their personal beliefs and prejudices. This can lead to people feeling excluded or marginalized at work.
- Another challenge is that diversity programs can be time-consuming and costly. It can be difficult to change long-standing processes and structures, which can take time and money.
- Managing diversity can also be challenging because it requires people to change how they think and behave. This can be a difficult process for many people, and it can take time for them to adjust to the new way of working.
- Finally, one of the biggest challenges to managing diversity is that it can often be met with employee resistance. This is because people can be reluctant to change the way they work or because they may not understand the benefits of implementing diversity management.

## How can an organisation improve its diversity management?



Improving an organization's diversity and inclusivity can be a slow task. Five ways to manage diversity well include:

- **Setting goals for diversity management and examining progress**
- **Encouraging open communication**
- **Providing training on unconscious bias**
- **Getting managers involved in diversity management**
- **Ensuring zero-tolerance toward discrimination**

# What happens when we stop putting people in boxes ...







## Questions for discussion



- What did you like about this video?
- What do you think about this video?
- Does this video touch on important issues?
- What kind of human resource management program will we talk about today?



# Diversity management



Diversity is any dimension that can be used to differentiate groups and people from one another. In a nutshell, it's about empowering people by respecting and appreciating what makes them different.



# 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.

# 70 People Reveal Their Country's Most Popular Stereotypes

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



## Exercise - break stereotypes



**Step 1** Present at least three stereotypes about your country and its people (from the list you received or others you know).

**Step 2** Prepare information about your country in order to bring your colleagues closer to your country and break stereotypes about it.

**Step 3** Present your work in front of everyone in the class.

# Exercise - break stereotypes - example



## Polish people

- Everyone drinks vodka
- They like to complain
- They don't like strangers



# Exercise - break stereotypes - example



## Everyone drinks vodka

Polish culture related to meetings (not only occasional ones) is often associated with alcohol consumption. It turns out, however, that nowadays vodka is slowly giving way to other drinks, such as wine or beer of better quality.



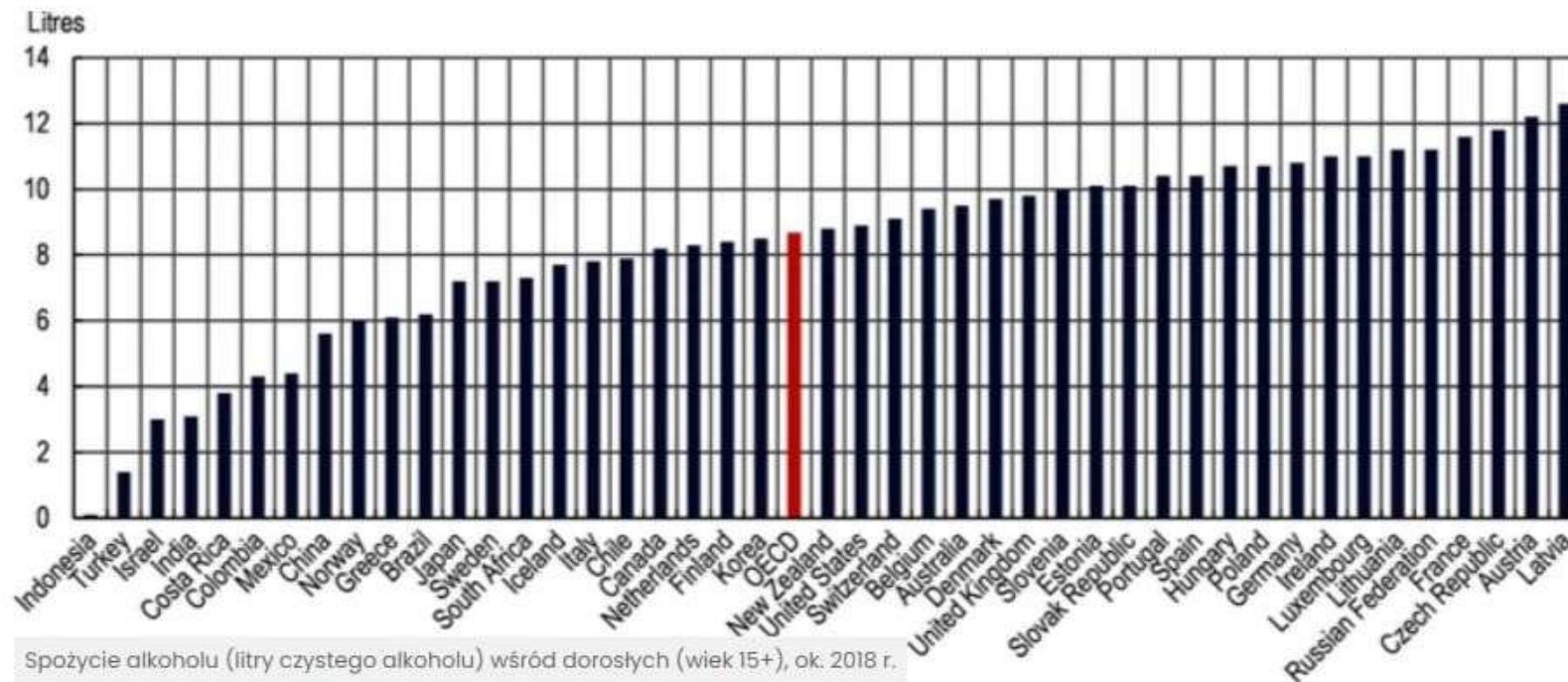


# Exercise - break stereotypes - example



## Everyone drinks vodka

Where exactly is the most pure alcohol consumed? According to the OECD report, the countries with the highest rates include e.g. Latvia and Austria.



# Exercise - break stereotypes - example



## Polish people

### They like to complain...

- Polish people can be counted among the most complaining.
- The tendency to complain is slowly decreasing.

We often travel and adopt optimism from other nations. On the other hand, the younger generation turns out to be more and more open to changes and open about the world.



# Exercise - break stereotypes - example



## Polish people

### ▪ They don't like strangers...

- For centuries, Poland was a multi-national and culturally very diverse country.
- The largest group of foreigners living in Poland are from Ukraine, Belarus, Germany, Russia, Vietnam, India, Italy, Georgia, and China.
- Currently there are fewer representatives of other nationalities, but the situation is constantly changing due to the market opening up to employees from the east (currently about 1,5 million Ukrainians live in Poland in 2024).
- Despite the perception of Poles as a very conservative nation, many foreigners appreciate our hospitality.

## Questions for discussion



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

