

PLEASE NOTE THAT THIS SYLLABUS IS PROVISIONAL AND SUBJECT TO CHANGE AS THE SEMESTER PROGRAM IS FINALIZED



Introduction to Management

MGMT2100

Spring 2020

Professor Name: Dr Dominic Standish

Professor Email: dominic.standish@gmail.com

Course Description

This course is to provide students with grounding in the core issues of contemporary management.

Course Objectives

The course begins by gaining an appreciation of how to manage human resources, which is a vital aspect of managing contemporary organizations. Then students will develop strategies for managing to help businesses to grow and prosper. This requires managing finance, risk, investment, cultural differences, innovating and encouraging resilience. We will examine macro strategies that operate at national and international levels, as well as micro strategies at an organizational level. This will help students understand the dynamics that impact managers in contemporary organizations in developed countries, which is imperative for effective decision-making. We end the semester by considering whether business 'sharing' is a useful model for business management.

Course Materials & Resources

'Creative Destruction,' Policy Press. Mullan, P. (2017). ISBN 9781447336112.

I have also provided many relevant contemporary articles and case studies for the course.

Grading

There will be many options during this course to encourage you to "custom-tailor" the course to meet your individual interests and needs. The more thought and effort you invest in these activities, the more you will learn. The more you learn the better your grade will be. I want you to be able to earn the grade you wish and to feel clear and good about what you need to do to earn that grade. Rather than measure your achievement on a single standard test or task, I will assess the quality and amount of your overall investment in the course, award "quality" points based on the general level of your work and base your grade upon the number of quality points you earn.

You will be set reading for each class and you will be expected to use the readings to participate in the class. There will also be two assessed class activities worth 100 points each when you will do presentations. The assignments will include two written papers, worth 200 points each. Your written assignments should be:

a) Well-written (well-organized, with standard spelling, grammar, etc.)

b) Complete (do all that's asked)

c) Applied. Indicate that you've read, understood, and applied the text material (by using appropriately the terms and concepts in the text)

d) Specific, thorough and clearly written (use fully described examples, not just quick summations)

You should closely read assignment outlines and be prepared to discuss them in class. I also expect you to prepare your written work carefully. All written assignments must be typed or printed. Consider presentation as well as content when you write. A reader who doesn't have to wade through obtuse sentences, poor spelling or grammar is more likely to be positively disposed toward your work.

The exam format will be written answers to set questions. Excellence in the exam can be achieved by answering set questions completely and through in-depth analysis of set texts. Beyond this, students cannot request additional activities to earn quality points.

Ways to earn points:

Maximum to be awarded

Written assignments.....200 points each – 400 pts. total

Presentations.....100 points each - 300 pts. total

Final exam.....300 pts. total

Ways to lose points:

Attendance (see Attendance Policy below).

Late assignments. 30 points will be deducted every time an assignment is not brought with you to class and turned in at the start of the class session (printed out). Be aware of printing queues. Arriving at class while your document is still printing means it is late.

You may do them in advance. If an assignment is late, do it eventually and submit it by the time points are assigned. 50 points will be deducted for each assignment not turned in when the assignments are graded.

Late assignment (not brought to class by the assigned date and time).....30 points

Each assignment not turned in by the time grades are assigned.....50 points

Final point scale: Final grades will be by percentage, following customary scales.

98.00+ = A+; 92.00 – 97.99 = A; 90.00 – 91.99 = A-; 88.00 – 89.99 = B+; 82.00 – 87.99 = B; 80.00 – 81.99 = B-; 78.00 - 79.99 points = C+; 72.00 – 77.99 = C; 71.99 - 70.00 = C-; 68.00 – 69.99 = D+; 62.00 - 67.99 = D; 60.00 – 61.99 = D-. F = below 60 points.

Course grades will be approximately distributed according to the recommended guidelines:

Grade Distribution Chart

	A	B	C	D	F 	Average
Elementary courses	15%	34%	40%	8%	3%	2.50
Intermediate courses	18%	36%	39%	5%	2%	2.63
Advanced courses	22%	38%	36%	3%	1%	2.77

Let's talk:

I am eager to meet with you about the course. I will be available in the faculty office for appointments that you can book by emailing me: dominic.standish@gmail.com

Please refer to the University of Iowa policy on email use. E-mail will be responded to within 24 hours. University policy specifies that students are responsible for all official correspondences sent to their University of Iowa e-mail address (@uiowa.edu).

Tel: 319-335-0920 CIMBA Undergraduate Program University of Iowa. C300 Pappajohn Business Building (PBB)

Directory information for Dr. Dominic Standish can be found here: <http://tippie.uiowa.edu/people/profile/profile.aspx?id=410221>

Class Schedule

Week 1

1. Introduction to Innovation

Pre-reading:

Syllabus

2. Historical Innovation

Reading:

NYT article

Week 2

3. Innovation

Reading:

Packet – 'Big Potatoes' packet.

Week 3

4. Innovation

Reading:

Packet – 'Big Potatoes' packet.

5. Innovation puzzles

Reading:

Creative Destruction - Chapter 3.

Week 4

6. Managing finance

Reading:

Creative Destruction - Introduction.

7. Managing human resources

Yamacom case study.

Assignment 1

Week 5

8. Managing with resilience

Reading:

Creative Destruction - Chapter 1.

9. Managing risk (A)

Reading:

Creative Destruction – p.192-195.

Week 6

10. Managing risk (B)

Reading:

Creative Destruction – p.211-215.

Tour Company

11. Managing for productivity.

Reading:

Creative Destruction - Chapter 2.

Week 7

12. Tour Company Presentations.

13. Managing for investment.

Reading:

Creative Destruction - Chapter 4.

Week 8

14. Company case study:

Reading:

Research your company

15. Managing for profit.

Reading:

Creative Destruction - Chapter 5.

16. Company case presentation.

Week 10

17. Cross-cultural management

Reading:

Provided in class.

18. Managing for profit.

Reading:

Creative Destruction - Chapter 5.

19. Company case presentation.

Reading:

Research your company

Week 11

20. Management solutions

Reading:

Creative Destruction - Chapter 13.

21. Business sharing as an effective management model (A)

Reading: Articles provided

Week 12

22. Business sharing as an effective management model (B)

Reading: Articles provided

23. Final exam.

Attendance Policy

Attendance at all classes and CIMBA sanctioned activities is MANDATORY. All unexcused absences will have the following consequences:

- a. 1st absence will result in a loss of a 1/3 of a letter grade in that class
- b. 2nd (cumulative) absence will result in a loss of an entire letter grade in that class
- c. 3rd (cumulative) absence will result in a dismissal from the program.

Absences due to illness require a note from the CIMBA Office Staff. If a student is sick and cannot attend class, he/she must inform the CIMBA Staff immediately. Failure to do so will result in an unexcused absence.

Grievance Policy

Student concerns regarding this course should first be discussed with me, the faculty member teaching this course. If we can't resolve the complaint, you may contact the CIMBA Director, Stephanie Schnicker, <stephanie-schnicker@uiowa.edu>, 319-335-1041. The Director will review the details of the complaint and involve the Associate Dean of the Undergraduate Programs, as needed.

Academic Misconduct

The Tippie College of Business at the University of Iowa follows an honor code regarding academic misconduct. That code can be found at <http://tippie.uiowa.edu/honorcode.cfm> and includes cheating, plagiarism, unauthorized collaboration, obtaining an unfair advantage, forgery, facilitating academic dishonesty, and misrepresentation. Be sure you are familiar with this code. Students who exhibit academic dishonesty will receive a zero (0) for the assignment or examination involved and may receive an "F" for the class. All incidents of cheating will be reported to the CIMBA staff, as well as to the Senior Associate Dean of the Tippie College of Business. The decision of the professor may be appealed to a Judicial Board. The Honor Code for the Tippie College of Business will determine the appropriate appeal process.

Accommodating Students with Disabilities/Academic Accommodations

A student seeking academic accommodations such as a modification of seating, testing, timing, etc. should first register with Student Disability Services, then contact Stephanie Schnicker, <stephanie-schnicker@uiowa.edu> in the CIMBA Office to make further arrangements. See <http://sds.studentlife.uiowa.edu> for more information.

Sexual Harassment

Sexual harassment subverts the mission of the University and threatens the well-being of students, faculty, and staff. All members of the UI community have a responsibility to uphold this mission and to contribute to a safe environment that enhances learning. Incidents of sexual harassment should be reported immediately. If you feel that you are being or have been harassed or you are not sure what constitutes sexual harassment, we encourage you to visit the University website, www.sexualharassment.uiowa.edu/index.php, and to seek assistance from the CIMBA Director, Stephanie Schnicker, <stephanie-schnicker@uiowa.edu>.