

Management by Competencies

Introduction

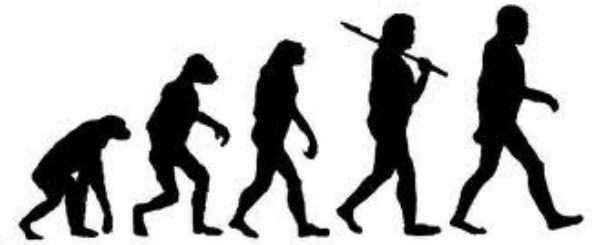
Agenda

- ▶ Course Introduction
 - origin
 - motivation and goals
 - resources

Course teachers

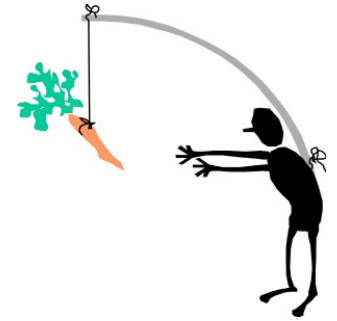
- ▶ Ing. Leonard Wallezký, Ph.D.
 - Lessons
 - One seminar group
- ▶ Mgr. Petr Štěpánek
 - Second seminar group

Course context and origin



- ▶ Originally being developed for the SSME study program
- ▶ Based on
 - existing *Management by Competences* theory and methodology by Jiří Plamínek
 - 3 years experience of using *Management by Competencies* in practice

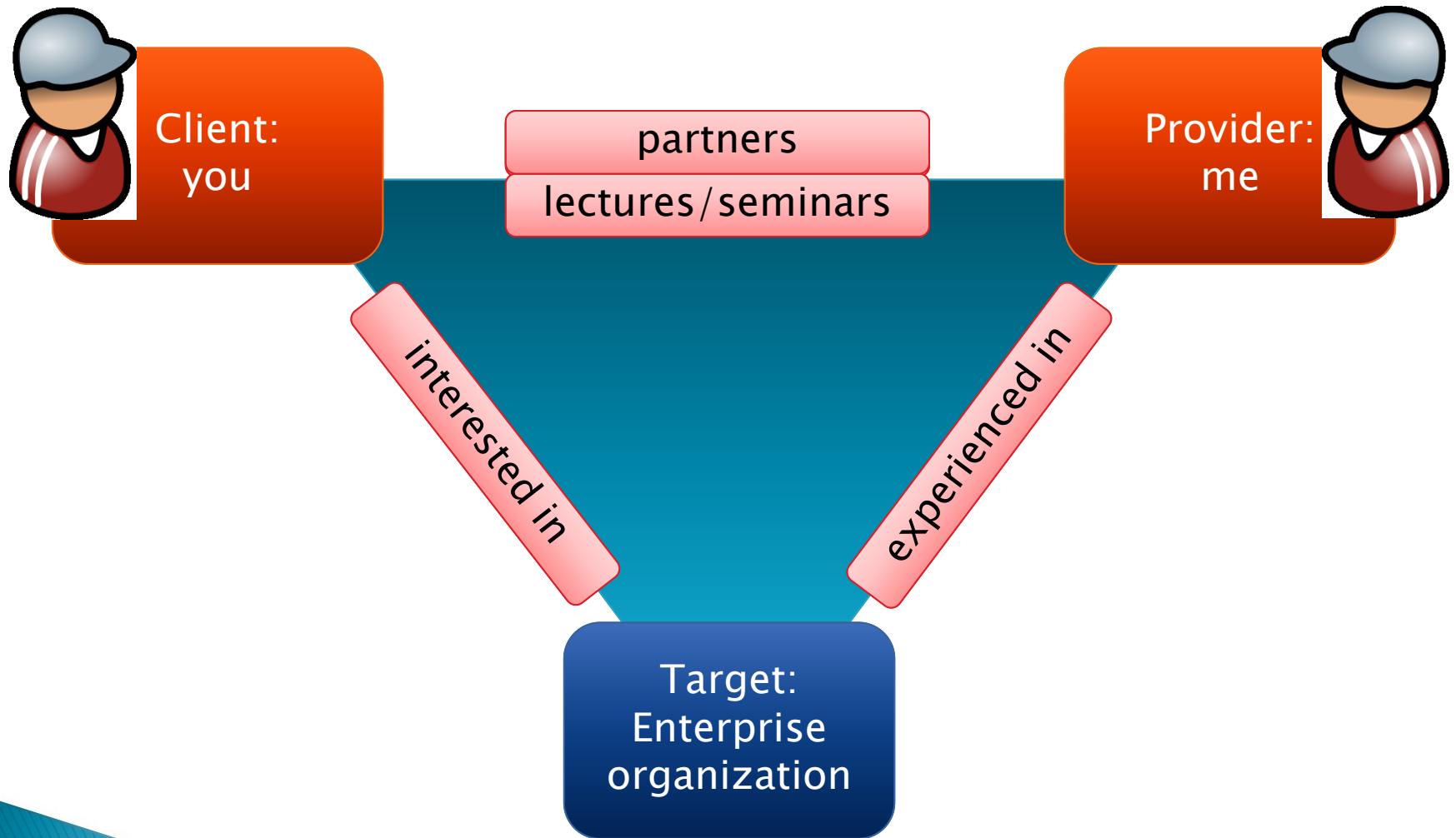
Course motivation



Management is
always
important

Management is
a M part of
SSME

Course as a Service



Course goals and value proposition



To introduce

- essence of management of sustainably successful companies
- main aspects, which cause problems in company management
- methods and tools for identification and elimination of such problems

You will understand

- enterprise organization
- management processes
- service background
- the value of human uniqueness

Value co-creation

Lectures

- Theory
- Examples

2 hours per 1 week

All together

Seminars

- Training
- Discussions

2 hours per two weeks

Two alternating groups

“Home” works in teams

Course organization



- ▶ Differences from last run
- ▶ Course schema
 - two hours lecture per week
 - one hour seminar per week → two hours per 14 days + one hour the very first week
- ▶ Lectures
 - focused on theory
 - examples
- ▶ Seminars
 - focused on practical issues and training

Course resources



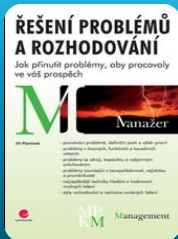
Management by Competencies

J. Plamínek, R. Fišer – Czech only



Leading of people, teams, and companies

J. Plamínek – Czech only



Problem solving and decision making

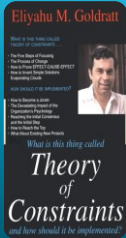
J. Plamínek – Czech only

Course and MbC resources



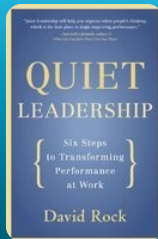
Synergistic management

J. Plamínek – Czech only



Theory of Constraints

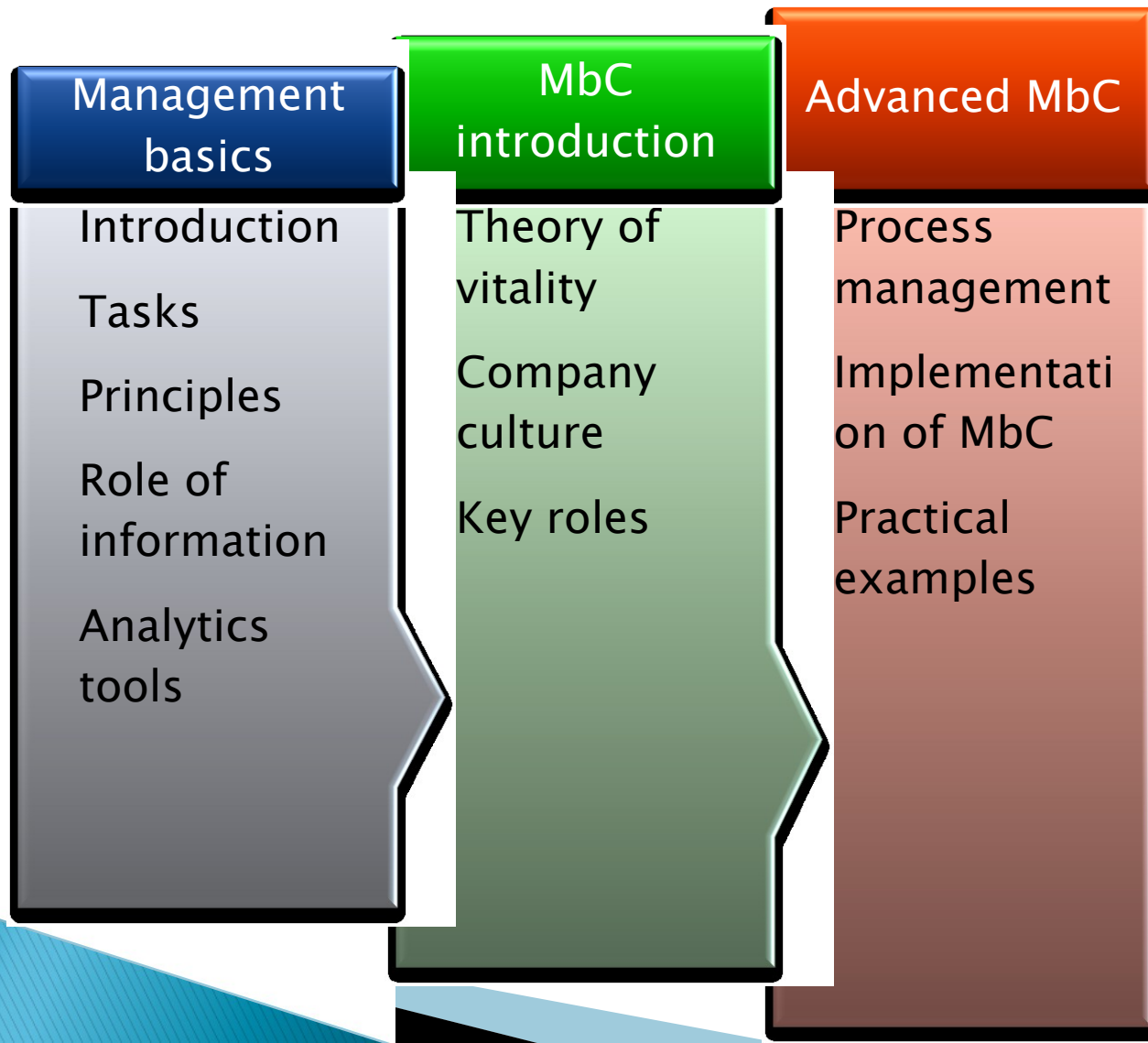
Elyahu M. Goldratt



The Quiet Leadership

D. Rock

Outline of the course



Exam

- ▶ 30% – seminar work
- ▶ 60% – test at the end of the semester
 - 50% open questions
 - 50% optional questions
- ▶ Management by competencies (the basic) is the part of the state exam

First discussion

- ▶ Why companies needs management
- ▶ What are the possibilities of manager approach?