

5. Sisältöaluekohtaiset opinnot 10 op

- Human Resource Development** (9 cr)
 - Discover and capitalize on behavioural strengths
 - Gain insight into the behaviour of others – Extended DiSC method exercises
 - Develop strategies to meet diverse communication needs
 - Increase management effectiveness, foster team work
 - Objective: Enhance individual, team and organizational performance through understanding yourself and others
 - Literature: Lecture handouts plus Viitala R. Henkilöstöjohtaminen. Helsinki 2003. 335 p.

5. Sisältöaluekohtaiset opinnot 10 op

- Strategic Management, Problem Solving & Decision Making** (9 cr)

- Strategic Management
- Core competence of a company and strategic thinking
- Strategic profile
- Driving forces and unique strengths
- Organization structure and human resources according to driving force
- Problem solving concepts and processes
- Situation analysis: important and non important subjects
- Decision making analysis
- Potential problem analysis: to prevent future problems to occur
- Potential possibility analysis: to turn problems into possibilities
- Creative process and creative thinking
- Critical issue: to make an implementation plan
- Exercises on how to adapt problem solving and decision making tools to practical needs

Objectives:

- To learn how to identify a company's strategic profile, to choose company's driving forces areas of excellence and implementation plans
- To learn how to solve problems right, to choose best alternative, to prevent future problems to occur, to do right things and to make use of potential possibilities
- Literature: Lecture handouts plus Kaplan R.S. & Norton D. P. Strategialähtöinen organisaatio. Jyväskylä 2002. 432 p.
- Classroom teaching is given in English at Tallinn University of Technology, Kopli 101, Tallinn. In addition to this examinations and project work presentations will be executed at a set date and location