

Course Unit: 400353 - Personal Development IV

Year 3 Semester 1 ISCED Code: 313 ECTS: 1,5

Type of Course Unit: Compulsory Delivery Mode: Face-to-face Language of Instruction: Portuguese

COURSE COORDINATOR: Inês Nobre Martins Camacho

HOURS OF WORK

TOTAL HOURS	Contact Hours								Hours in autonomous work
	Theory	Theory and practice	Practical and laboratory work	Field work	Seminar	Internship	Tutorial guidance	Other	
50	-	15	-	-	-	-	-	-	35

Prerequisites (if applicable):

LEARNING OUTCOMES (knowledge, skills and competence)

Develop self-evaluation and self-critique competences, through the feedback of lived experiences during the course.

1. Reflect on the development and organization of Life Project.
2. Understand the implications of a motivated professional.
3. Know promote entrepreneurship in the profession.
4. Organize the process of managing change and innovation.
5. Build an action plan for change.
6. Dealing with the cooperation and competitiveness.

CONTENTS

1. Motivation
2. Empowerment
3. Coaching staff
4. Entrepreneurship and innovation.
5. Change management
6. Adapting to social change.
7. Cooperation and Competitiveness

DEMONSTRATION OF THE CONTENTS COHERENCE WITH THE COURSE UNIT'S LEARNING OUTCOMES

1. Motivation / Objective 1 and 2.
2. Empowerment / Objective 1, 3, 4.
3. Coaching staff / Objective 1, 4.
4. Entrepreneurship and innovation / Objective 4, 5.
5. Change management / Objective 5, 6.
6. Adapting to social change/Objective 5, 6.

TEACHING METHODOLOGIES

An expository method, complemented by a participatory method, group dynamics, with situations of discussion and individual reflection exercises and team work will be used. The practical lectures and group work include a perspective of research-action and provide reflective, conclusive and productive discussion with the large group in a climate of respect for personal and professional individuality of each and diversity of views. The stimulation of classes, resort to the most diverse ways: oral, written and multimedia projection.

DEMONSTRATION OF THE COHERENCE BETWEEN THE TEACHING METHODOLOGIES AND THE LEARNING OUTCOMES

An expository method, complemented by a participatory method, group dynamics, with situations of debate is used/Objectives 4, 5, 6.

Individual reflection exercises and teamwork / Objectives 1,2,3 and 6

EVALUATION METHODS

Portfolio (100% - minimum grade - 10)

MAIN BIBLIOGRAPHY

- Canário, R. (2003). *Formação e Situações de Trabalho*. Porto: Porto Editora.
- Chiavenato, I. (2002). *Recursos Humanos*. São Paulo: Editora Atlas S.A
- Duening, T. (2008). Five Minds for the entrepreneurial future: cognitive skills as the intellectual foundation for next generation entrepreneurs curricula. *Proceedings. USA SBE*. 256-274.
- Moreland, N. (2006). *Entrepreneurship and higher education: an employability perspective*. Learning & Employability - series one. York-UK: The Higher Education Academy.
- Ferreira, J., Neves, J., & Caetano, A. (2001). *Manual de Psicossociologia das Organizações*. Lisboa: MacGraw-Hill.
- Goleman, D.(2000). *Trabalhar com inteligência*. Lisboa: Temas e Debates.
- Hare, K. & Reynolds, L. (2003). *Instrumentos para transformar a formação*. Lisboa: Monitor.
- Hofstede, G. (2003). *Culturas e Organizações. Compreender a nossa organização mental*. Lisboa: Edições Sílabo.
- Rego, A. (2002). *Comportamentos de Cidadania nas Organizações*. Lisboa: McGraw-Hill .