



Subject card

Subject name and code	Management of diverse team, PG_00072172						
Field of study	Management						
Date of commencement of studies	October 2025	Academic year of realisation of subject				2026/2027	
Education level	second-cycle studies	Subject group				Optional subject group Subject group related to scientific research in the field of study	
Mode of study	Full-time studies	Mode of delivery				at the university	
Year of study	2	Language of instruction				English	
Semester of study	3	ECTS credits				3.0	
Learning profile	general academic profile	Assessment form				assessment	
Conducting unit	Department of Human Capital -> Faculty of Management and Economics -> Faculties of Gdańsk University of Technology						
Name and surname of lecturer (lecturers)	Subject supervisor	dr Katarzyna Stankiewicz					
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	15.0	30.0	0.0	0.0	0.0	45
	E-learning hours included: 0.0						
Learning activity and number of study hours	Learning activity	Participation in didactic classes included in study plan		Participation in consultation hours		Self-study	SUM
	Number of study hours	45		4.0		26.0	75
Subject objectives	to prepare students to understand and effectively manage diverse teams by exploring the psychological and social determinants of team functioning and by developing skills in decision-making and problem-solving in diverse work environments within a business context.						
Learning outcomes	Course outcome	Subject outcome			Method of verification		
	[K7_U05] collaborates with others in team projects, effectively fulfilling both leadership and team member roles to achieve established goals.	effectively collaborates with others in team-based work within diverse teams, performing both leadership and team member roles, and applying appropriate team management methods and tools to successfully achieve established goals in a business environment.			[SU1] Assessment of task fulfilment		
	[K7_K03] responsibly fulfills professional roles, demonstrating the ability to identify ethical dilemmas and recognize and evaluate alternative courses of action.	makes informed, competent, and ethical decisions in the area of diversity management within an organization, taking into account economic, social, and environmental aspects. They demonstrate an entrepreneurial attitude by initiating and supporting activities that foster inclusion and build sustainable organizational value			[SK5] Assessment of ability to solve problems that arise in practice		
[K7_W01] "demonstrates in-depth knowledge and understanding of contemporary management problems, and selects methods for resolving them while taking into account the complex interrelationships among the phenomena being analyzed.	knows and understands in depth contemporary problems of managing diverse teams and selects appropriate methods for solving them, taking into account complex relationships between psychological, social, and business factors influencing team functioning.			[SW3] Assessment of knowledge contained in written work and projects			

Subject contents	Course content – lecture BLOCK 1: Diversity in Team Context		
	BLOCK 2: Psychological Processes in Team Interaction		
	BLOCK 3: Social Dynamics in Diverse Teams		
	BLOCK 4: Communication and Collaboration in Diverse Teams		
	BLOCK 5: Managing Diverse Teams in Practice		
	BLOCK 6: Diverse Teams in International Context		
	BLOCK 7: Impact of Diversity on Team Performance		
	BLOCK 8: Integrating Diversity into Team Management		
	Course content – exercises BLOCK 1: Mapping Diversity in Teams		
	BLOCK 2 Recognizing Bias in Team Situations		
	BLOCK 3 Analyzing Team Social Dynamics		
	BLOCK 4 Practicing Communication in Diverse Teams		
	BLOCK 5 Designing Solutions for Diverse Teams		
	BLOCK 6 Comparing Team Management Practices		
	BLOCK 7 Evaluating Team Performance in Diverse Contexts		
	BLOCK:8 Integrating Diversity into Team Management		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	semester project	60.0%	70.0%
	Active participation in class	60.0%	30.0%
Recommended reading	Basic literature	McCann J., McCann, K. ( 2023) From Diversity to Inclusion: The Power of Leadership & Team Building: 3 Proven Strategies for Leaders to c Create Unbreakable Teams While Navigating Workplace Diversity, Equity, and Inclusion Challenges	
		Osei-Bonsu, S. (2025) Managing Diverse Teams: Unlocking the Power of the Diversity Advantage for Team Success	
		Dobbin, F., Kalev, A. (2022) Getting to Diversity: What works and what Doesn't	

	Supplementary literature	Meyer, E., (2023), The Culture Map: Breaking Through the Invisible Boundaries of Global Business  Mesquita, B. (2023), Between us: how culture create emotions  Nisbett, R.E. (2022) the geography of Thought. How Asian and Westerns Think diferently
	eResources addresses	
Example issues/ example questions/ tasks being completed	Analysis and/or design of a solution to the problem of diversity in a business context	
Practical activites within the subject	Not applicable	

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