

Course	MNGT 2100 Management Theory and Practice	
Term	Fall 2008	
Instructor	Name: Hanno Poeschl, MSc, MBA	Email: hannopoeschl35@webster.edu
Catalog Description	This survey course presents a broad view of management theory and practice, classical to modern. It examines the basic management functions of planning, organizing, leading and directing, and controlling. The course also covers such issues as ethical decision making and social responsibility, innovation, globalization, and working with a diverse work force.	
Prerequisites	None	
Learning Outcomes	Upon completion of this course, students should be able to: <ul style="list-style-type: none"> • Define and explain important management terminology, concepts, and theories covered in the course. • Correctly apply appropriate analysis techniques and theoretical frameworks when analyzing the facts of exercises and cases involving management problems and opportunities. • Demonstrate the ability to build support for their recommended solutions to management problems and opportunities by appropriately using relevant management theories, concepts, and practices. 	
Textbook and other Materials	<ul style="list-style-type: none"> ➤ Textbook: Modern Management, S. Certo, Prentice Hall, 10th ed., 2005, ISBN: 0-13-149470-8): to be purchased in the bookshop ➤ Lecture notes (with additional readings and case studies), Management Theory and Practices, H. Poeschl: to be purchased in the bookshop 	
Grading	<ul style="list-style-type: none"> • Individual presentation: Company practices 15% • Group project: Business plan 20% • Quizzes 15% • Mid-term examination 25% • Final examination 25% • Classroom participation, Case work up to +/- 1 letter grade 	<ul style="list-style-type: none"> • Homework: 2 hrs homework for each hour of instruction

Activities

- The course uses **text readings, case studies, presentations and discussions, company analysis as well as online research** to present, illustrate and analyze the various managerial issues addressed during the course
- The course focuses on both the **individual and interpersonal skills**, as the assessment is based on individual and group performance

University Policies

Cheating

Any student found cheating on any part of the course work (homework assignment, term paper, quiz, exam, etc.) will automatically be given an “F” for the course. Any student found to be helping another student to cheat will likewise be given an “F” for the course. In each case, the student will also be put on disciplinary probation for the remainder of her or his stay at Webster. If the student is found to have engaged in cheating a second time, s/he will be automatically expelled from the University.

Attendance

Class attendance is obligatory. Instructors will take attendance at each class session and reduce a student’s course grade by one-third of a letter grade for each full week of class missed. Any student who misses four or more full weeks of class will automatically be given an “F” for the course.

Course Policies

- Class attendance is mandatory, if a student misses class due to illness or other circumstances, it is the student's responsibility to provide certification for the reason of absence and to obtain the covered material and assignments
- Students are expected to come to class prepared; i.e. having completed preparatory readings or assignments and actively participate in class discussion
- Students are expected to arrive in class on time
- Students are expected to turn in all assignments on time; no late submission will be accepted
- The course will adhere to all Webster University academic standards, policies and procedures (class attendance, grading, plagiarism, cheating, ...)

Weekly Schedule

Week 1	“Modern management: skills for success”
Week 2	“Managing: History and current thinking”
Week 3	“Corporate social responsibility”
Week 4	“Managing in a global arena”
Week 5	“Principles of planning”
Week 6	“Strategic planning”

Week 7	“Making decisions”
Week 8	Mid-term examination
Week 9	„Fundamentals of organizing“ „Responsibility, authority and delegation“
Week 10	„Managing human resources“
Week 11	“Leadership”
Week 12	“Motivation” “Groups teams and corporate culture”
Week 13	“Principles of controlling”
Week 14	Final examination
Week 15	Group project presentations

Additional Information

- Current position: University lecturer
- Professional background: Senior management experience in the private and public sector, Member of Parliament (Vienna)
- Teaching subjects and assignments:
 - Fundamentals of Senior Management (MBA- OUBS/UK)
 - Corporate Finance and Marketing Strategy (MBA - OUBS/Geneva and Vienna)
 - International Management (University of Applied Sciences Vienna)
 - Strategic Management (University of Applied Sciences Vienna)
 - Strategic Management and Business policies (International University)
 - Principles of Finance and Management and Financial Accounting (International University)
 - Management and Financial Accounting (MBA - IBSS/Graz)
 - Accounting and Controlling (MBA - PEF/Private University for Management/Vienna)
 - Management/Financial Accounting (IMC-Krems/ Univ. of Applied Sciences)
 - Strategic Management (PEF/Private University for Management/Vienna)
 - Management Theory and Practices (Webster University)
 - Advanced Corporate Finance (MBA – Webster University)
 - Master Thesis counsellor