

# MGTO521 Teaching Team



## Team Members:

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**Course:** MGTO521

**Class Size:** 80 (full time), 250 (part time)





# About the Innovation

- 5-day residential program:
  - 3 days 2 nights of offsite lecture and in-class group activities
  - 2 days 1 night of offsite outdoor team experiential learning exercises





# Innovation Features

- Various teaching and learning methods are conducted to enhance and inspire students in various aspects:
  - Managing Cultural Diversity: Bafa Bafa cultural role play exercise
  - Self Behavioral Assessment: Professional Dynametric Program
  - Managerial Challenges: Real Business Case Analysis & Presentation, Guest Speaker's Sharing
  - Corporate Culture: Field Learning Exercise
  - Leadership and Team Dynamics: Situational Exercise, Outdoor Experiential Learning Exercises





# Bafa Bafa

## Cultural role play exercise

- In-class experiential activity that challenge students cultural awareness and interaction skills
  - Participants: cultural diverse FTRP students
  - Goal: develop an understanding and appreciation of cross cultural interactions and particularly the negative judgments people form when evaluating and working with other cultures
- Goal: to develop strategies for more effective cross cultural interactions
  - Description: students are spit into two groups, each is taught a “new” culture comprising of values, norms, roles, language, gestures, and behaviors:



# Self Assessment and Feedback



Professional Dynametric Program is a detailed self assessment of students traits, vales, and energy level.

- The results are used to explore each students leadership style, group behavior interactions, problem solving styles, work energy level, and work-job fit.
- Work Behavioral Inventory (WBI) assess managerial and leadership styles.
  - Newly introduced to FT class in order to pilot the assessment.





# Real Business Case Analysis, Presentation & Guest Speaker

- There are several cases used in RP and the core case, new to this year program, is the Hong Kong Jockey Club (HKJC) case
- What unique to HKJC case is as follows
  - HKJC's ex-Chief Executive Larry Wong: a unique leader of the non-profit organization as well as before he joined HKJC
  - HKJC case is used in two separate cases: one group studies Case A "The Pre-Larry" case and another studies Case B "The Post-Larry" case
  - Larry Wong's observes and speaks at the end of the student presentations: sharing his analysis, leadership success factors, and his experiences as CEO.





# Field Learning Exercise

- Students choose 2 businesses in a single industry to visit, observe and analyze
  - Main focus: the impact of their organizational culture on employee behavior
  - Presentation and cases analysis: Students present their findings to the class





# Experiential Learning Program (ELP)

- A series of offsite experiential activities with increasingly difficulty and complexity where students need to
  - Create their own organizational structure
  - Assume leadership roles and team roles
  - Use this structure, team, and leadership to solve increasingly complex interdependent problems
  - Drive themselves and one another out of the comfort zone, bring forward their potentials, reveals weaknesses and improvement areas, and stretch their limits to next levels







# Internal Competitions

- Internal competition on all presentations.
  - Teams evaluate each other and select the winners
  - Immediate review, de-briefing, evaluation and feedback are conducted among peers with guidance from faculty





# Expected Outcomes

- To up-level the following soft skills under a multi-cultural or cross-functional environment
  - Leadership skills
  - Analytical, problem-solving and decision-making skills
  - Communication and people skills To arouse students' awareness of the code of conduct
- To push students to their limits, stretch their limits to next level
- To inspire students to be better “connectors” through team interactions





# Evidence

- Class observation:
  - Faculty see the vivid differences of the students before and after the program, especially with respect to cultural issues
- Course evaluation:
  - MGTO521 typically stands among the top ranking of all MBA courses
- Positive student feedback:
  - “The program is effective to help students experience the real management situations,’ Oscar Lee, Class of 2009.
  - “Nothing can be more solid to gain the knowledge or skill through experience ... MTGO521 can tell me what is the most direct and effective approach of inspiring leadership and team building skills,’ Byron Yeung, Class of 2009.





# Application and Potential

- The BBA Global Business program at HKUST has adopted a similar approach
- The approach is transferable to all courses, including other UG and PG courses

