



Erasmus+

Incoming Mobility Sessions

- **Organisational Culture & Behaviour**
- **Effective Communication and Conflict Management**

Dr. Tea Gvelesiani

Doctor of Psychology, Associate Professor at the School of Social Sciences of the Georgian Institute of Public Affairs (GIPA)

Hosted by the OUC Undergraduate and Postgraduate Programmes of Study in “Business Administration”

Instructor and short bio

Dr. Tea Gvelesiani is a Doctor of Psychology, and an Associate Professor at the School of Social Sciences at the Georgian Institute of Public Affairs (GIPA). She is a lecturer, a senior trainer, and an organizational development consultant with 20 years of expertise in leadership, teamwork, human resources management, consumer psychology, and communication. Dr. Gvelesiani is also an associate member of the European Association of Work and Organizational Psychology (EAWOP) and the Management and Organizational Behavior Teaching Society (MOBTS).

University bio: <https://gipa.ge/eng/lectors/show/762>

Contents of the Teaching Programme

- **Lecture 1: How Organizational Culture and Structure Shape Employee Behavior**
[ONLINE]
Monday, November 25, 2024 | 18:00 – 20:00 (GMT+2)

The purpose of this lecture is to dive into the powerful impact of organizational culture and structure on employee behaviour. The lecture will explore how the values, beliefs, and practices within an organization influence how people work, communicate, and collaborate. The case study to be reviewed during the session will provide insights for real-world application.

Literature: Organizational behaviour / Stephen P. Robbins, Timothy A. Judge. – 15th ed.; Organization Structure - p.479; Organization Culture – p.511

Live streaming link: <https://shorturl.at/tCKcj>

- **Lecture 2: Mastering Effective Communication and Conflict Management in the Workplace**
[HYBRID]
Tuesday, November 26, 2024 | 18:00 – 20:00 (GMT+2)

This hybrid lecture will focus on the essential meaning of communication and conflict management for a productive and harmonious work environment. During the session, participants will review strategies for clear, impactful communication that enhances collaboration and prevents misunderstandings. They will also explore conflict management techniques for resolving disagreements constructively, transforming potential challenges into opportunities for growth. This session will highlight importance of creating effective communication and conflict management systems in the Organization.

Literature: Organizational behavior / Stephen P. Robbins, Timothy A. Judge. – 15th ed.; Communication - p.335; Conflict and Negotiation – p.445.

Location: Main OUC Building, 33 Yiannou Kranidioti Avenue, 2220 Latsia, Nicosia

Live streaming link: <https://shorturl.at/tCKcj>

- **Lecture 3: The Power of Motivation**
[ONLINE]
Wednesday, November 27, 2024 | 18:00 – 20:00 (GMT+2)

This session aims to explore the crucial role of motivation in influencing how employees behave, perform, and thrive within an organization. The lecture will discuss the various factors that drive motivation, how it impacts productivity and satisfaction, and why motivated employees are the backbone of a successful workplace.

Literature: Organizational behavior / Stephen P. Robbins, Timothy A. Judge. — 15th ed.; Personality and Values - p.131; Motivation Concepts – p.201

Live streaming link: <https://shorturl.at/tCKcj>

- **Lecture 4: Emotional Labor, Burnout, and Wellbeing: Why Emotions Matter at Work**
[ONLINE]
Thursday, November 28, 2024 | 18:00 – 20:00 (GMT+2)

This session delves into the impact of emotions in the workplace, focusing on the concepts of emotional labor, burnout, and overall wellbeing. The lecturer will explore how managing emotions in professional settings can be both challenging and essential, and discuss the effects of prolonged emotional strain on mental health and productivity.

Literature: Organizational behavior / Stephen P. Robbins, Timothy A. Judge. — 15th ed.; Emotions and moods - p.97; Human Systems Management 40 (2021) 479–501 DOI 10.3233/HSM-200937 IOS Press 479 Strategic Revival of HSM Emotional labor: A comprehensive literature review Chunjiang Yanga, b, c and Aobo Chend; <https://core.ac.uk/download/pdf/154836531.pdf>

Live streaming link: <https://shorturl.at/tCKcj>

Topics

- How Organizational Culture and Structure Shape Employee Behavior
- Mastering Effective Communication and Conflict Management in the Workplace
- The Power of Motivation
- Emotional Labor, Burnout, and Wellbeing: Why Emotions Matter at Work

Teaching/learning method(s)

Several teaching techniques and methods will be used to effectively facilitate the learning process of this series of lectures. These methods will include hybrid and/or online live interactive sessions, group discussions, short quizzes.

Language of instruction

English.

Other

Attendance and completion certificates will be available to all participants.

Registration link: <https://forms.office.com/e/B2S8LQBueA>