

Subject card

Subject name and code	Management Potential Training, PG_00156156						
Field of study	Sport Management						
Date of commencement of studies	October 2025		Academic year of realisation of subject		2027/2028		
Education level	Bachelor's studies		Subject group		Obligatory subject group in the field of study		
Mode of study	full-time studies		Mode of delivery		at the university		
Year of study	3		Language of instruction		Polish		
Semester of study	5		ECTS credits		3.0		
Learning profile	academic		Assessment form		credit		
Conducting unit							
Name and surname of lecturer (lecturers)	Subject supervisor		dr hab. Tomasz Kawka				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	0.0	30.0	0.0	0.0	0.0	30
	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	30		9.0		36.0	75
Subject objectives	Familiarizing students with the conditions of effective leadership, indicating the factors of effective managerial work, discussing the basic styles of management and social competences necessary for effective influence on subordinate employees. Providing students with patterns for rational managerial decision-making. Discussing the concepts and mechanisms of building competency profiles of managers and their applications in sports organizations with particular emphasis on the problems of social conflicts. The classes are of a workshop nature for recognizing one's own leadership potential.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZSSML3_W05] The student knows the relationships that occur between organizations of the sports market (including forms of interaction between business entities in the market) and between the organization and the individual, in particular the employee and the customer.	Knows the relationships between the role of the manager of a sports market organization and the goals of other entities	[SW4] test/exam - oral or written
	[ZSSML3_U10] The student can prepare written works and multimedia presentations on specific issues in the field of management and quality studies, present them and lead discussions in Polish and foreign languages.	Has the ability to prepare for discussion of the role of the competencies of a modern manager in an organization	[SU5] implementation of a problem task
	[ZSSML3_K05] The student is ready to correctly evaluate phenomena and clearly justify his position through rational, logical and entrepreneurial use of knowledge - basing his assertions and decisions on the analysis of received information.	Has the ability to assess the situation and conditions for planning and implementing an appropriate management skills training plan	[SK1] oral statement/conversation/discussion
	[ZSSML3_W04] The student has advanced knowledge of the enterprise's environment, its factors and changes occurring in this area, and the relationship, importance and impact of the environment and stakeholders on the operation of the enterprise and sports club. The student knows advanced methods of diagnosing macro- and micro-environment.	Has advanced knowledge of the environment of a sports organization and the role of managerial competencies in creating the strategy of these organizations	[SW4] test/exam - oral or written
	[ZSSML3_U04] The student is able to use the acquired knowledge of management science and quality in professional practice.	Can independently plan management potential training	[SU6] demonstration of practical skills
	[ZSSML3_W01] The student as advanced knowledge in the discipline of management and quality sciences and understands its interrelationship with other social sciences.	Has advanced knowledge of the methodology of shaping competencies using the training approach	[SW4] test/exam - oral or written
	[ZSSML3_K06] The student is ready to work in, co-create or manage a group. The student is able to think and act in an entrepreneurial manner.	Can work in a team as a participant in management potential training	[SK8] observation of student's independent or team work
	[ZSSML3_K02] The student is aware of the need to supplement and expand the acquired knowledge and skills and strives to combine knowledge from different fields and disciplines of science interdisciplinarily.	Is aware of the need to supplement and expand the acquired knowledge and skills in understanding the role of managerial competencies in the efficient management of employee/sports teams	[SK1] oral statement/conversation/discussion
Subject contents	1. Manager in an organization, their functions and roles 2. Competency profile of an effective manager 3. Leadership and charisma as a determinant of managerial success 4. Management styles and methods of influencing the team 5. Communication skills of a manager with people 6. Social competences of a manager 7. The concept of the decision-making process and characteristics of managerial decisions 8. Decision-making model and techniques for supporting managerial decision-making 9. Manager's personality and decision-making effectiveness 10. Management style test according to the SSK Blake-Mouton concept		
Prerequisites and co-requisites	None		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	test	51.0%	50.0%
	workshop performance	100.0%	50.0%

Recommended reading	Basic literature	1. A. Baczyńska, A. Czarczyńska, Akademia Kompetencji Menedżera. Najlepsze praktyki skutecznego menedżera, Poltext, Warszawa, 2019 2. M. Kot, Kompetencje menedżera, Onepress, 2018 3. Harvard Business Review. Podręcznik menedżera. 17 najważniejszych umiejętności lidera, Rebis, Warszawa, 2017
	Supplementary literature	1. K. Blanchard, Przywództwo wyższego stopnia, PWN, Warszawa 2009 2. G.C. Avery, Przywództwo w organizacji, PWE, Warszawa 2009 3. M. Pawlikowska-Olszta, Skuteczny menedżer. Czego nie uczą w szkole o zarządzaniu ludźmi, Samo Sedno, Warszawa 2015
	eResources addresses	
Example issues/ example questions/ tasks being completed	1. What are the key competencies of a manager in a modern organization 2. What are the goals and functions of the workshop approach in shaping managerial competencies 3. Participation in a workshop training that shapes decision-making and team action planning competencies	
Work placement	Not applicable	

Document generated electronically. Does not require a seal or signature.