

UČNI NAČRT PREDMETA / COURSE SYLLABUS

Predmet: Pravo in vodenje v praksi – Modul 2
Course title: Law and leadership in action – Modul 2

Študijski program in stopnja Study programme and level	Študijska smer Study field	Letnik Academic year	Semester Semester
Pravo in vodenje v digitalni družbi, magistrski študijski program druge stopnje	-	Drugi	Tretji in četrti
The second cycle masters study programme Law and leadership in digital society	-	Second	Third and fourth

Vrsta predmeta / Course type

Obvezni/Obligatory

Univerzitetna koda predmeta / University course code:

5-PVDD-MAG-PVP2-2023-15

Predavanja Lectures	Seminar Seminar	Vaje Tutorial	Klinične vaje work	Druge oblike študija	Samost. delo Individ. work	ECTS
20	20	20	-	-	120	6

Nosilec predmeta / Lecturer: izr. prof. Katarina Krapež, doc. dr. Petra Kleindienst

Jeziki / Languages:

Predavanja / Lectures: Slovenski, angleški / Slovene, English
Seminar / Seminar: Slovenski, angleški / Slovene, English

Pogoji za vključitev v delo oz. za opravljanje študijskih obveznosti:

Ni posebnih pogojev za vključitev v delo.

Prerequisites:

There are no special prerequisites for the inclusion in work.

Vsebina:

Predmet Pravo in vodenje v praksi (ki se izvaja v dveh modulih, v vsakem letniku študijskega programa en modul) je namenjen utrditvi povezave med tem, kar študenti raziskujejo in študirajo v sklopu klasičnih oblik študija (predavanja, vaje in seminarji, ki jih vodijo ustrezno habilitirani pedagoški izvajalci) in med zunanjim, poslovnim svetom. Modul vsebuje dva tipa različnih aktivnosti:

- a) gosti s prakse: predstavitev posameznih vsebinskih področji s strani

Content (Syllabus outline):

The Law and Leadership in Action course (which is taught in two modules, one module in each year of the study programme) is designed to strengthen the link between what students research and study in the context of traditional forms of study (lectures, tutorials and seminars taught by appropriately qualified teachers) and the external, business world. The module contains two different types of activities:

- a) Guests from business world: presentations on specific subject areas

<p>gostov s poslovnega sveta (gostujoči predavatelji – praktiki);</p> <ul style="list-style-type: none"> - b) delavnice veščin: v okviru delavnic bodo izvajalci iz poslovnega okolja predstavljali teorijo in (zlasti) prakso, povezano z veščinami, ki so potrebne v sodobnem poslovnem okolju. <p>Modul 2 bo osredotočen na Vodstvene kompetence in odločanje in bo vseboval naslednje vsebinske sklope:</p> <ul style="list-style-type: none"> - zaposlovanje in psihološko profiliranje ter razumevanje sodelavcev ter kandidatov za zapolitev; - izoblikovanje vodstvene identitete; - motivacija in povečevanje delovnega zagona drugih ter opolnomočenje sodelavcev; - samorefleksija in osebna rast v vlogi voditelja; - izoblikovanje vključujoče organizacijske kulture in klime; - razumevanje intelektualnega kapitala organizacije; - etično vodenje; - razumevanje pomena ustreznega ravnovesja med zasebnim in poslovnim življenjem pri sebi in v kolektivu. 	<p>by guests from the business world (guest lecturers - practitioners);</p> <ul style="list-style-type: none"> - b) Skills workshops: practitioners from the business environment will present theory and (in particular) practice related to the skills needed in the modern business environment. <p>Module 2 will focus on Leadership Competences and Decision-Making and will include the following topics:</p> <ul style="list-style-type: none"> - Recruitment, psychological profiling and understanding colleagues and candidates; - Leadership identity formation; - Motivating and increasing the work momentum of others and empowering colleagues; - Self-reflection and personal growth as a leader; - Building an inclusive organisational culture and climate; - Understanding the intellectual capital of the organisation; - Ethical leadership; - Understanding the importance of an appropriate work-life balance for oneself and the team.
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Temeljni literatura in viri / Readings:

<ul style="list-style-type: none"> • Sweeney, Charlotte in Bothwick, Fleur. 2016. Inclusive Leadership: The Definitive Guide to Developing and Executing an Impactful Diversity and Inclusion Strategy. New York: Financial Times Press. (Izbrana poglavja). • Brown, Brene. 2018. Dare to lead. New York: Random House. (Izbrana poglavja). • Duckworth, Angela. 2018. Grit: The Power of Passion and Perseverance. New York: Scribner. (Izbrana poglavja). • Sinek, Simon. 2017. Leaders Eat Last. New York: Penguin Publishing Group. (Izbrana poglavja). • Pink, Daniel. H. 2011. Drive: The Surprising Truth About What Motivates Us. New York: Riverhead Books. (Izbrana poglavja).
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<p>Splošne kompetence:</p> <ul style="list-style-type: none"> • Sposobnost dela v skupini (tudi pravnem ali poslovnem timu), tj. pripravljenost na sodelovanje, kooperativnost, upoštevanje mnenj drugih in izpolnjevanje dogovorjene vloge v okviru tima in skupine. • Sposobnost avtonomnega mišljenja, razvoj samoiniciativnosti, 	<p>General competences:</p> <ul style="list-style-type: none"> • Ability to work in a group (including a legal or business team), i.e. willingness to cooperate, cooperativeness, taking into account the opinions of others and fulfilling the agreed role within the team and group. • The ability to think autonomously, the development of self-initiative, self-
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<p>samorefleksivnosti in sposobnost učinkovite samoevalvacije.</p> <ul style="list-style-type: none"> • Sposobnost oblikovanja izvirnih idej, konceptov in razvoj alternativnih rešitev (pravnih) problemov. • Sposobnost družbeno odgovorne in kritične ocene različnih pravnih rešitev poslovnih problemov. • Spodbujanje visokih etičnih standardov pri uporabi pravnih znanj v praksi. <p>Predmetno-specifične kompetence:</p> <ul style="list-style-type: none"> • Razumevanje psiholoških prvin pri zaposlovanju in psihološko profiliranje kandidatov. • Razumevanje psiholoških potreb sodelavcev. • Izoblikovanje vodstvene identitete. • Motiviranje in povečevanje delovnega zagona drugih ter opolnomočenje sodelavcev. • Sposobnost samorefleksije in osebna rast v vlogi voditelja. • Izoblikovanje vključujoče organizacijske kulture in klime. • Razumevanje intelektualnega kapitala organizacije. • Sposobnost etičnega vodenja. • Razumevanje pomena ustreznega ravnovesja med zasebnim in poslovnim življenjem pri sebi in v kolektivu. 	<p>reflexivity, and the ability to perform effective self-evaluation.</p> <ul style="list-style-type: none"> • The ability to form original ideas, concepts and develop alternative solutions to (legal) problems. • The ability to perform a socially responsible and critical evaluation of various legal solutions to business problems. • Promotion of high ethical standards in the use of legal knowledge in practice. <p>Subject-specific competences:</p> <ul style="list-style-type: none"> • Understanding the psychological elements in the recruitment process and psychological profiling of candidates. • Understanding the psychological needs of colleagues. • Leadership identity formation. • Motivating and increasing the work momentum of others and empowering colleagues. • Self-reflection and personal growth as a leader. • Building an inclusive organisational culture and climate. • Understanding the intellectual capital of the organisation. • Ethical leadership. • Understanding the importance of an appropriate work-life balance for oneself and the team.
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<p>Predvideni študijski rezultati (znanja, razumevanje, spretnosti, ki jih bodo pridobili študenti)</p> <p>Študenti bodo sposobni:</p> <ul style="list-style-type: none"> • ugotoviti ključne osebne karakteristike članov svojega tima in ravnati v skladu z njimi; • razumeti pomen in uporabnost psihološkega profiliranja sodelavcev tima; • razumeti sebe kot vodjo, svoje potrebe, motivacijo; • uporabiti tehnike za pomoč pri samorefleksiji in osebni rasti; • oblikovati vključujočo organizacijsko klimo; 	<p>Intended learning outcomes (Knowledge and understanding, skills, gained by students)</p> <p>Students will be able to:</p> <ul style="list-style-type: none"> • Identify and act on the key personality characteristics of their team members; • Understand the importance and usefulness of psychological profiling of team members; • Understand themselves as leaders, their needs, their motivations; • Apply techniques to help self-reflection and personal growth; • Create an inclusive organisational climate;
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<ul style="list-style-type: none"> • razumeti pomen intelektualnega kapitala v organizaciji in ga uporabiti; • razumeti pomen etičnega vodenja; • ustvariti okoliščine v timu, ki spodbujajo ustrezno ravnovesje med delom in prostim časom. 	<ul style="list-style-type: none"> • Understand the importance of intellectual capital in an organisation and how to use it; • Understand the importance of ethical leadership; • Create team situations that promote an appropriate work/leisure balance.
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Metode poučevanja in učenja:

Oblike dela:

Frontalna oblika poučevanja
Delo v manjših skupinah oz. v dvojicah
Samostojno delo študentov
E-izobraževanje (kot podpora za sodelovalno delo študentov in za vodeno ali samostojno raziskovanje)

Metode (načini) dela:

Razlaga
Razgovor/ diskusija/debata
Delo z besedilom
Proučevanje primera
Igra vlog
Nastop in in predstavitev študentov
Reševanje nalog
»Terenske vaje« (npr. obisk sodišča, tožilstva, pravnih strokovnjakov, podjetij)
Vključevanje gostov iz prakse (pravnih strokovnjakov, predstavnikov organizacij)
Uporaba orodji v spletni učilnici oziroma drugih sodobnih IKT orodij (forumske razprave, analize primerov, delo z besedilom, kvizi ipd.)

Načini ocenjevanja:

Krajši pisni izdelki
Daljši pisni izdelki
Javni nastop ali predstavitev
Končno ocenjevanje znanja (pisni/ustni izpit): pisni izpit
Drugo - sprotne preverjanje in ocenjevanje znanja v obliki izdelave analize sodne prakse, izdelave posamičnih pravnih aktov (odločbe, mnenja), izdelave enostavne pogodbe, projektno delo, kolokvij, e-test

Delež (v %) / Weight (in %)

x
x
x
x
100

Learning and teaching methods:

Types of learning/teaching:

✓ Frontal teaching
✓ Work in smaller groups or pair work
✓ Independent students work
✓ E-learning (as support for collaborative student work and for guided or independent research)

Teaching methods:

✓ Explanation
✓ Conversation/discussion/debate
✓ Working with texts
✓ Case studies
✓ Roleplay
✓ Presentations
✓ Solving exercises
x Field work (e.g. court or company visits, visits to legal practitioners)
✓ Inviting guests from different organizations (legal practitioners)
✓ Use of tools in the online classroom or other modern ICT tools (forum discussions, case studies, text work, quizzes, etc.)

Assessment:

Short written assignments
Long written assignments
Presentations
Final examination (written/oral exam): written exam
Other - ongoing verification and evaluation of knowledge: izdelave analize sodne prakse, izdelave posamičnih pravnih aktov (odločbe, mnenja), izdelave enostavne pogodbe, project work, colloquium, e-test

Obveznosti študenta:

Prosotnost na predavanjih, aktivna udeležba na delavnicah, izdelki in nastopi

Students' obligation:

Attendance at lectures, active participation in workshops, completed assignments and presentations.

Reference nosilca / Lecturer's references:

Nosilki bosta vodili oba Modula in povezovali vsebine, ki jih bodo predstavljali gostujoči izvajalci.

- **KRAPEŽ, Katarina.** Zaposlovanje oseb z začasno zaščito iz Ukrajine v sistemu agencijskega dela v Sloveniji. *Podjetje in delo: revija za gospodarsko, delovno in socialno pravo*. [Tiskana izd.]. 2022, vol. 48, št. 3/4, str. 455-479. ISSN 0353-6521.
- **KRAPEŽ, Katarina, FRANCA, Valentina, SENČUR PEČEK, Darja.** Socialnopravni položaj delavcev na družinskih kmetijah. *Delavci in delodajalci: [revija za delovno pravo in pravo socialne varnosti]*. 2012, letn. 12, [št.] 4, str. 553-575. ISSN 1580-6316.
- **KRAPEŽ, Katarina.** Odsotnost zakonodajnih in internih standardov v zvezi s slikovnim in zvočnim snemanjem pedagoške dejavnosti na slovenskih visokošolskih zavodih. *Delavci in delodajalci: revija za delovno pravo in pravo socialne varnosti*. 2022, letn. 22, [št.] 1, str. 87-110. ISSN 1580-6316.
- **KRAPEŽ, Katarina, FRANCA, Valentina.** Izzivi kmeta na trgu dela. *Pravna praksa: PP*. 27. sep. 2012, leto 31, št. 37, str. 15-16, z avtorj. sl. ISSN 0352-0730.
- STAROŇOVÁ, Katarína, **KRAPEŽ, Katarina, PAVEL, Jan.** Piloting regulatory impact assessment: a comparative analysis of the Czech Republic, Slovakia and Slovenia. *Impact assessment and project appraisal*. 2007, vol. 25, no. 4, str. 271-280, tabele. ISSN 1461-5517., FRANCA, Valentina. Izzivi kmeta na trgu dela. *Pravna praksa : PP*. 27. sep. 2012, leto 31, št. 37, str. 15-16, z avtorj. sl. ISSN 0352-0730.
- **KRAPEŽ, Katarina.** Editors' responsibility for publishing high-quality research results: a worldwide study into current challenges in quality assessment processes. *Lexonomica: revija za pravo in ekonomijo*. [Tiskana izd.]. 2022, vol. 14, no. 1, str. 127-152. ISSN 1855-7147.
- **KLEINDIENST, Petra.** Building a qualitative research framework for researching how human dignity is realised in judicial proceedings. *Research in social change*. In the press.
- **KLEINDIENST, Petra.** Economic and social security in EU: reforming Slovenian law on social entrepreneurship. *Research in social change*. May 2019, vol. 11, iss. 2, str. 14-34. ISSN 1855-4202.
- **KLEINDIENST, Petra.** Understanding the different dimensions of human dignity: analysis of the decision of the Constitutional Court of the Republic of Slovenia on the "Tito street" case. *Danube: law and economics review*. [Printed ed.]. 2017, vol. 8, no. 3, str. 117-147, ilustr. ISSN 1804-6746.
- **KLEINDIENST, Petra.** The EU strategies and policies on artificial intelligence and their impact on fundamental values. V: RONČEVIĆ, Borut (ur.), CEPOL, Victor (ur.). *Technologies and Innovations in Regional Development: the European Union and its strategies*. Berlin [etc.]: Peter Lang, 2022, str. 31-48. ISBN 978-3-631-83806-8, ISBN 978-3-631-83890-7, ISBN 978-3-631-83891-4.
- **KLEINDIENST, Petra, TOMŠIČ, Matevž.** Human dignity as the foundation of democratic political culture: legal and philosophical perspective. *Law, culture and the humanities: a publication of the Association for the study of law, culture and humanities*. 2022, vol. 18, iss. 2, str. 385-404. ISSN 1743-8721.

- **KLEINDIENST, Petra.** The realization of human dignity in judicial proceedings: presentation at the 14th Slovenian Social Science Conference, Back to history: coping with re-emerging social challenges for humanity, June 17-18, 2022, Slovenia.