

UČNI NAČRT PREDMETA / COURSE SYLLABUS

Predmet: Vodenje in upravljanje socialnega podjetja
Course title: Leadership and Management of Social Enterprise

Študijski program in stopnja Study programme and level	Študijska smer Study field	Letnik Academic year	Semester Semester
Medkulturni management, druga	Program nima smeri	drugi	tretji
Intercultural management, second	The programme has no fields	second	third

Vrsta predmeta / Course type Izbirni B / Elective B

Univerzitetna koda predmeta / University course code:

Predavanja Lectures	Seminar Seminar	Vaje Tutorial	Klinične vaje work	Druge oblike študija	Samost. delo Individ. work	ECTS
20	10	0	0	0	120	5

Nosilec predmeta / Lecturer: red. prof. dr. Dejan Jelovac/Prof. dr. Dejan Jelovac

Jeziki / Languages:
Predavanja / Lectures: Slovensko / Slovenian
 Angleško / English
Vaje / Tutorial: Slovensko / Slovenian
 Angleško / English

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

Vpis študenta v prvi letnik študija.

Prerequisites:

Enrolment into the first year of study.

Vsebina:

- Uvod v vodenje in upravljanje na področju socialne ekonomije;
- Socialno podjetje kot dimenzija organiziranega inter-mediarnega prostora civilne družbe;
- Teorije o vlogi, vplivu in pomenu socialne ekonomije v moderni družbi;

Content (Syllabus outline):

- Introduction into leadership and management at the field of social economy;
- Social enterprise as a dimension of organised/intermediate place of a civil society;
- Theories on the role, impact and the importance of social economy in modern society;

- Trendi v razvoju socialne ekonomije v zadnjem desetletju;

- Slovenske socialna podjetja in socialno podjetništvo v mednarodni primerjalni perspektivi;

- Ustanovitev socialnega podjetja in njegov pravni status (so.p.);

- Temeljni principi vodenja in procesi upravljanja socialnega podjetja: definiranje poslanstva organizacije, transformacija poslanstva v vizijo in vloga eksekutivnega vodstva, etika vodenja in upravljanja socialnega podjetja, strateško in akcijsko planiranje v socialnem podjetju, marketing v socialnem podjetju, evalvacija programov in razvijanje novih programov delovanja socialnega podjetja, oblikovanje in upravljanje programov za pridobivanje sredstev, krizni menedžment v socialnem podjetju, menedžment človeških virov v socialnem podjetju, ekonomski vidiki managementa v socialnem podjetju kot tipični obliki neprofitnih organizacij, financiranje socialnega podjetja, odnosi z javnostmi, lobiranje socialnega podjetja;

- Socialno podjetje kot učeča se organizacija; Zaključna opombe: možnosti za nadaljnji razvoj tretjega oz. neprofitnega sektorja v sodobnem svetu in Sloveniji

- Trends in the development of the social economy in the last decade;

- The Slovenian social enterprises and social entrepreneurship in the international comparative perspective;

- Foundation of the social enterprise and its legal status;

- The basic principles of leading and the processes of managing the social enterprise: the definition of the organization's mission, the transformation of the mission into vision and the role of executive management, the ethics of leading and managing the social enterprise, the strategic and action planning in the social enterprise, marketing in the social enterprise, evaluation of the programs and development of new social enterprise work programs, formation and managing of programs for acquiring financial funds, crisis management in the social enterprise, management of human resources in the social enterprise, economic aspects of the management of social enterprise as a typical non-profit organisation, funding of social enterprise, public relations, lobbying by social enterprise;

- Social enterprise as a learning organization; Concluding remarks: perspectives for the further development of the Third ie. non-profit sector in modern world and Slovenia.

Temeljni literatura in viri / Readings:

Ridley-Duff, Rory in Bull, Mike (2011): *Understanding Social Enterprise: Theory And Practice*. London: SAGE Publications.

Fitzhugh, Helen in Stevenson, Nicky (2015): *Inside Social Enterprise: Looking to the Future*. Bristol: Policy Press, University of Bristol.

Yunus, Muhammad (2011): *Building Social Business: The New Kind of Capitalism that Serves Humanity's Most Pressing Needs*. New York; Public Affairs.

Ridley-Duff, Rory (2015): *The Case for FairShares: A new model for social enterprise development and the strengthening of the social and solidarity economy*. Sheffield: FairShares Association.

Worth, J. Michael (2013): *Nonprofit Management: Principles and Practise*. London: SAGE Publications.

Drucker, Peter (2006): *Managing the Non-profit Organization*. New York, HarperCollins Publishers Inc.

Paton, Rob (2003): *Managing and Measuring Social Enterprises*, London: SAGE Publications.

JELOVAC, Dejan (ur.) (2002): *Jadranje Po Nemirnih Vodah Menedžmenta Nevladnih Organizacij*. Ljubljana: Radio Študent: Študentska Organizacija Univerze & Koper: Visoka Šola Za Management

Cilji in kompetence:

- poznavanje in razumevanje kulturnih in družbenih procesov in sposobnost njihove kompleksne analize;
- sposobnost oblikovanja izvirnih idej, konceptov in rešitev določenih problemov;
- etična refleksija in zavezanost profesionalni etiki v družbenem okolju s spoštovanjem načela neskrupuliranosti in multikulturalnosti;
- sposobnost uporabe relevantnih domačih in mednarodnih virov, uporabe elektronskih virov in kritične analize relevantne literature;
- Razvoj refleksije ob upoštevanju lokalne, nacionalne in globalne ravni;
- Razvoj potrebe po doseganju družbene pravičnosti in podpiranju raznolikosti;
- Razvoj sposobnosti interdisciplinarnega

Objectives and competences:

- Knowledge and understanding of cultural and social processes and the ability for their complex analysis;
- The ability to formulate original ideas, concepts and solutions for specific problems;
- Ethical reflection and commitment to professional ethics in the social environment with respect for the principles of non-discrimination and multiculturalism;
- The ability to apply relevant national and international sources, to apply electronic sources and critical analysis of relevant literature;
- Development of reflection taking into account local, national and global level;

mišljenja in sodelovanja;

- Sposobnost učenja na osnovi relevantnih virov z različnih področij teorije in prakse;
- Sposobni razviti kulturno refleksijo in na tej podlagi zavezanost želenim vzorcem zglednega poslovnega obnašanja;
- Sposobni razviti občutek za nediskriminacijo pri upravljanju človeških virov v EU gospodarskem okolju;
- Pridobili pregled odprtih vprašanj stroke in njenih perspektivah v bližnji prihodnosti;
- Sposobni razviti potrebo po nadaljevanju samorefleksije in izboljšavah na tem področju.
- uporaba in kombiniranje znanj za različnih disciplinarnih področij;
- razumevanje različnih teoretskih pristopov in njihova uporaba pri reševanju konkretnih problemov;
- sposobnost anticipacije in reševanje problemov, ki izhajajo iz medkulturnih razlik;
- razumevanje odnosov med posamezniki in skupinami v različnih kulturnih okoljih;
- organizacijske in vodstvene spretnosti za usmerjanje dela v večkulturnem okolju;
- organizacijske in vodstvene spretnosti v organizacijah, ob razumevanju individualnih vrednot in skupinskih vrednotnih sistemov, z obvladovanjem profesionalno - etičnih vprašanj;

- Development of the need to achieve social justice and support the diversity;
- Development of interdisciplinary thinking and cooperation skills;
- Ability to learn on the basis of relevant sources from different areas of theory and practice;
- Able to develop a cultural reflection and on this basis the commitment to the desired patterns of exemplary business behaviour;
- Able to develop a sense of non-discrimination in the management of human resources in the European economic environment;
- Gain an overview of the open issues of the profession and its perspectives in the near future;
- Able to develop a need for continuing self-reflection and improvement in this area;
- Applying and combining the knowledge from different disciplines;
- Understand the different theoretical approaches and apply them in solving concrete problems;
- The ability to anticipate and solve problems arising from intercultural differences;
- Understanding of relationships between individuals and groups in different cultural environments;
- Organizational and leadership skills for management in multi-cultural environment;
- Organizational and leadership skills in organizations, understanding the individual values and collective value systems, with the management of professional - ethical issues;

Predvideni študijski rezultati:

- temeljnih razlik vodenja in upravljanja med socialnimi in profitnimi podjetji;
- strateškega odločanja in načrtovanja v socialnih podjetjih kot neprofitnih organizacijah;
- spoznati različne tipe socialnih podjetij (so.p) pri nas in v svetu: kooperative (zadruga), vzajemne družbe, vzajemne zavarovalniške organizacije, fundacije (ustanove), združenja (društva), zavodi, itd.;
- poslovnih rezultatov in merjenje učinkov v socialnih podjetjih kot neprofitnih organizacijah; funkcij managementa v socialnem podjetju;
- spoznati temeljne svetovne trende v razvoju socialne ekonomije v zadnjih desetletjih; spoznati posebnosti upravljanja javnega sektorja in vlogo države v tem sektorju;
- posebnosti uspešnega vodenja socialnih podjetij kot tipičnih neprofitnih organizacij.

Intended learning outcomes:

- Fundamental differences in leading and managing social and profit organizations;
- Strategic decision-making and planning in social enterprises as non-profit organizations;
- to learn about different types of social enterprises in Slovenia and wider: cooperative, mutual company, foundation, association, public institute, etc.;
- Business result and measurement of effects in social enterprises as non-profit organizations;
- Managerial functions in social enterprise;
- to acquire knowledge about fundamental global trends in the development of social economy in last decades;
- learn about particularities of public sector management and the role of the state Particularities of successful management of social enterprises as typical non-profit organizations.

Metode poučevanja in učenja:

- Predavanja z aktivno udeležbo študentov (razlaga, diskusija, vprašanja, primeri, reševanje problemov);
- Vaje na seminarski način (refleksija prebranih besedil in lastnih izkušenj, timsko delo, metode kritičnega mišljenja, diskusija, sporočanje povratne informacije, socialne igre);
- Vaje, ki temeljijo na izkušenskem, sodelovalnem in problemskem učenju (samostojno učenje, diskusija, razlaga, opazovanje, timsko delo, študija primera, metode kritičnega branja in pisanja, evalvacija, samoocenjevanje);
- Individualno delo študentov (študij literature);

Learning and teaching methods:

- Lectures with the active participation of students (presentation, discussion, questions, problems, problem solving);
- Seminars (reflections of the read texts and own experience, team work, methods of critical thinking, discussions, reporting feedback information, social games);
- Seminars based on experience based learning, participation in problem learning (independent study, discussion, explanation, observation, team work, case study, methods of critical reading and writing, evaluation, self-evaluation);
- Individual work (study of the literature);

<ul style="list-style-type: none"> • Individualne in/ali skupinske konzultacije (diskusija, dodatna razlaga, obravnava specifičnih vprašanj); • Možnost oblikovanje portfolija in samostojen študij (motiviranje, usmerjanje, samoopazovanje, samournavanje, refleksija). 	<ul style="list-style-type: none"> • Individual and/or groups consultations (discussion, additional explanation, dealing with specific issues); • A possibility of portfolio formation and independent study (motivating, guiding, self-observing, self-tuning, reflection).
---	--

Delež (v %) /

Načini ocenjevanja:

Weight (in %)

Assessment:

Način (pisni izpit, ustno izpraševanje, naloge, projekt)	Delež (v %) / Weight (in %)	Assessment: Type (examination, oral, coursework, project):
Izdelava in zagovor seminarske naloge na vajah	35 %	Seminar work with reports on exercises and presentation of the work.
Ustni ali pisni izpit	65 %	Oral or written examination
Ocenjevalna lestvica – skladno s Pravilnikom o preverjanju in ocenjevanju znanja.		Grading is in accordance with the Faculty's evaluation Ordinance

Reference nosilca / Lecturer's references:

Jelovac, Dejan in Rihtaršič, Tanja (2014): Social entrepreneurship and fair trade. *Innovative issues and approaches in social sciences*, 7(1), str. 82-98.

Grušovnik, Rosana in Jelovac, Dejan (2014): The Impact of managerial multicultural competences on company's competitive advantage in global economy. *Innovative issues and approaches in social sciences*, 7(3), str. 58-89.

Jelovac, Dejan in Rihtaršič, Tanja (2013): A model of Slovenian ethical consumerism. *Raziskave in razprave*, 6(3), str. 115-146.

Kralj, Anita; Jelovac, Dejan in Mate, Vasilij (2013): Organizational values and moral virtues of entrepreneur: an empirical study of Slovenian entrepreneurs. *Innovative issues and approaches in social sciences*, 6(2), str. 109-138.

Jelovac, Dejan in Maške, Matjaž (2012): An empirical study of transformational leadership in Slovenian entrepreneurship. *Innovative issues and approaches in social sciences*, 5(3), str. 65-82.

Brglez, Robi; Jelovac, Dejan; Miklavc, Jan; Jelen, Tomaž in Besednjak, Aneja (2012): An empirical study of the attitude of final year secondary school students in Goriška region toward entrepreneurship. *Raziskave in razprave*, 5(3), str. 3-50.

Jelovac, Dejan; Wal, Zeger van der in Jelovac, Ana (2011): Business and government ethics in the new and old EU: an empirical account of public-private value congruence in Slovenia and the Netherlands. *Journal of Business Ethics*, 103(1), str. 127-141.

Jelovac, Dejan (ur.) (2002): *Jadranje po nemirnih vodah menedžmenta nevladnih organizacij*. Ljubljana: Radio Študent: Študentska organizacija Univerze & Koper: Visoka šola za management.

JELOVAC, Dejan (2002): Vpliv medsebojnega odnosa civilne družbe in političnega podsistemana družbeno regulacijo sociosistemov v tranziciji – izziv managementu NVO. V: Jelovac, Dejan (ur.): *Jadranje po nemirnih vodah menedžmenta nevladnih organizacij*. Ljubljana: Radio Študent: Študentska organizacija Univerze & Koper: Visoka šola za management, str. 138-152.

Jelovac, Dejan (2002): Odisejada krmarjev neprofitnega sektorja. V: Jelovac, Dejan (ur.): *Jadranje po nemirnih vodah menedžmenta nevladnih organizacij*. Ljubljana: Radio Študent: Študentska organizacija Univerze & Koper: Visoka šola za management, str. 11-27.