

**HIGHER UNIVERSITY TECHNICIAN IN AQUACULTURE
PROJECTS SPECIALIST**

COURSE SYLLABUS WITH BREAKDOWN OF THEMATIC UNITS

1. Course Name	Sociocultural Training III
2. Competences	To act with proactive, creative and entrepreneurial values and attitudes in their personal, social and organizational development, in harmony with their environment.
3. Fourth Month Period	Third
4. Theoretical Hours	21
5. Practical Hours	9
6. Total Hours	30
7. Week Total Hours Four Month Period	2
8. Course Objective	The student will establish work strategies, through team management, conflict resolution and decision-making, to contribute to the achievement of goals in the organization.

Thematic Units	Hours		
	Practical	Theoretical	Totals
I. Leadership and Decision-Making	7	3	1
II. Negotiation and Decision-Making	14	6	2
Totals	21	9	30

WRITTEN BY: COMMITTEE OF DIRECTORS OF THE TSU
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APPROVED BY: C. G. U. T.

REVISED BY: ACADEMIC AND LIAISON COMMISSION OF THE
AREA

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SOCIOCULTURAL TRAINING III

THEMATIC UNITS

1. Learning Unit	I. Leadership and Decision-Making
2. Theoretical Hours	7
3. Practical Hours	3
4. Total Hours	10
5. Objective of the Learning Unit	The student will direct work teams, through the assertive management of the leadership styles, to contribute to the achievement of the objectives of the organization.

Themes	Learning to know	Learning to do	Learning to be
Introduction to leadership	Describe the concepts of leadership Explain the difference among leadership, power and authority Differentiate natural leadership from formal leadership. Describe the concept of assertiveness.		Proactive Responsible Initiative Critical Analytical Respectful
Types of leadership	Identify the types of leadership: - According to decision-making (autocratic, participative, laissez-faire) - According to the objectives of the organization and the employees (managerial grid)	Identify your own leadership style Justify the leadership style adopted Direct a work team employing an assertive leadership style.	Proactive Responsible Initiative Critical Analytical Respectful

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SOCIOCULTURAL TRAINING III

Evaluation Process		
Learning outcomes	Learning sequence	Instruments and type of reagents
<p>From a series of cases, the student will simulate the direction of a working team and he/she will elaborate a report including:</p> <ul style="list-style-type: none"> - Mechanics and dynamics of the group - Appropriate leadership style to the group and objectives - Propose actions for the achievement of the objectives - Propose indicators to evaluate the results of the leadership 	<ol style="list-style-type: none"> 1. Understand the concepts related to leadership and assertiveness. 2. Identify the types of leadership 3. Relate the types of leadership with the characteristics of the work teams. 4. Propose the proper leadership style toward the objectives. 	<p>Study case Checklist</p>

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SOCIOCULTURAL TRAINING III

Teaching Learning Process	
Methods and teaching techniques	Methods and teaching techniques
Role play Directed Debate Research assignments	Video, posters, internet, library, magazines, newspaper, acetates, projector, computer, whiteboard, flipcharts.

Learning Space		
Classroom	Laboratory / Workshop	Company
X		

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SOCIOCULTURAL TRAINING III

THEMATIC UNITS

1. Learning Unit	II. Negotiation and Decision-Making
2. Theoretical Hours	14
3. Practical Hours	6
4. Total Hours	20
1. Objective of the Learning Unit	The student will negotiate alternatives of solution, through the use of negotiation techniques and the evaluation of decision-making, to solve conflicts and to contribute to the achievement of the objectives of the organization.

Themes	Learning to know	Learning to do	Learning to be
Conflicts management	Identify the characteristics that conflict situation have (conflict impact, causes and effects)	Dimension a conflict according to its characteristics. Propose alternatives of solution to the conflict.	Mediator Responsible Initiative Critical Analytical Respetful
Negotiation	Explain the concept of negotiation. Identify the negotiating techniques (win - win win-lose, lose-lose)	Negotiate a situation through the right technique	Mediator Responsible Initiative Critical Analytical Respetful
Decision-Making	Identify the tools for decision making. - brainstorming - Ishikawa - Pareto - Decision tree Explain the systemic approach to decision-making.	Assess the alternatives for a solution to a situation using techniques of decision-making and considering the systemic approach. Select the best alternative according to the objectives	Proactive Responsible Initiative Critical Analytical Respetful Mediator

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SOCIOCULTURAL TRAINING III

Evaluation Process		
Learning outcomes	Learning sequence	Instruments and type of reagents
<p>From a given case, the student will elaborate a report including:</p> <ul style="list-style-type: none"> - Identification and characterization of the conflict (impact of conflict, causes and effects) - Involved parties - Alternatives for a solution to the conflict - Evaluation of alternatives using decision-making techniques - Negotiating Strategy 	<ol style="list-style-type: none"> 1. Identify and analyze a situation of conflict on the basis of its characteristics. 2. Understand the concept and the techniques of negotiation. 3. Identify the techniques of decision-making. 4. Evaluate decision-making alternatives using the corresponding techniques 5. Select the alternative according to the objectives. 	<p>Study Case Checklist</p>

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SOCIOCULTURAL TRAINING III

Teaching Learning Process	
Methods and teaching techniques	Media and didactic material
Role play Direct debate Research assignments	Video, posters, internet, library, magazines, newspaper, acetates, projector, computer, whiteboard, flipcharts

Learning Space		
Classroom	Laboratory/Workshop	Company
X		

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SOCIOCULTURAL TRAINING III

CAPACITIES DERIVED FROM THE PROFESIONAL COMPETENCES TO WHICH THE COURSE CONTRIBUTES

Capacity	Performance criteria
Identify opportunities for improvement in his/her economic, social and professional environment employing techniques for the development of creative thinking, to contribute to his/her personal and professional development.	Propose the solution to a situation that has arisen in a case study (in the social, economic and professional field) which includes: <ul style="list-style-type: none">- Comparison of the problem current situation against the desired situation- Identification of indicators that underpin the current situation- Suggest an original solution proposal, non-conventional, not existing in the market or a modification or improvement to something already existing.
Evaluate the feasibility of novel proposals through the analysis of several of inventions (products and services), to meet needs with social responsibility.	Prepare an analysis report on the novel proposal of products or services, including: <ul style="list-style-type: none">- Comparison with old and current proposals- Identification of similarities and differences through the variables functions, parts, materials and uses.- Determines the feasibility of the proposal.
Develop proposals for improvement through invention design techniques for approval of the prototype.	Compare the characteristics of the product or existing service with the novel proposal, and establish a links between them. <ul style="list-style-type: none">-Express value judgments outlining the main characteristics of the prototype.-present a prototype of its proposal in a mockup, software or simulation.

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Capacity	Performance criteria
Develop a preliminary project of the proposal, to formalize and support the viability of the idea.	Develop a preliminary project of improvement including: <ul style="list-style-type: none"> -project background -productive process -market goal -market segmentation -product -consumption estimate -impacts of planned projects -financial aspect -conclusions

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BIBLIOGRAPHY

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Hodgets R.	(1989)	<i>El supervisor eficiente</i>	Distrito Federal.	México	Mc. Graw Hill
Mc.Cay J.	(1996)	<i>Administración del Tiempo</i>	Distrito Federal.	México	Manual Moderno
Casares A., Siliceo A.	(1993)	<i>Planeación de Vida y Carrera</i>	Distrito Federal	México	Limusa
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Casares Arragois David	1994	<i>liderazgo: Capacidad para dirigir</i>	Distrito Federal	México	El Manual Moderno
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Author	Year	Title	City	Country	Publisher
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Colaicovo Juan Luis	1994	<i>Técnicas de negociaciones: Texto y aplicaciones practicas en el campo internacional</i>	Buenos Aires	Argentina	Macchi

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