

# Executive Development Program

## Organizational Behavior





## Executive Development Program Organizational Behavior

- » Modality: online
- » Duration: 4 months
- » Certificate: TECH Technological University
- » Dedication: 16h/week
- » Schedule: at your own pace
- » Exams: online
- » Target Group: graduates and professionals with demonstrable experience in the sector

Website: [www.techtute.com/us/school-of-business/executive-development-program/organizational-behavior](http://www.techtute.com/us/school-of-business/executive-development-program/organizational-behavior)

# Index

01

Welcome

---

*p. 4*

02

Why Study at TECH?

---

*p. 6*

03

Why Our Program?

---

*p. 10*

04

Objectives

---

*p. 14*

05

Structure and Content

---

*p. 18*

06

Methodology

---

*p. 24*

07

Our Students' Profiles

---

*p. 32*

08

Course Management

---

*p. 36*

09

Impact on Your Career

---

*p. 40*

10

Benefits for Your Company

---

*p. 44*

11

Certificate

---

*p. 48*

# 01 Welcome

One of the most valuable resources of companies is their human resources, since with their knowledge and skills they contribute value to the business by generating new ideas, and help to meet the objectives established by the company. This program has been designed with the main objective of allowing students to acquire the guidelines to manage organizations effectively, analyzing the characteristics that must be possessed by the members of the same and reviewing the role of the organizers. All this thanks to a first-class educational program, accompanied by real cases that will serve to develop their skills in this field and will turn them into experts in management and team administration.



Executive Development Program in Organizational Behavior.  
TECH Technological University



“

*The figure of the upright, inflexible and authoritarian manager has become obsolete. A new profile has emerged, one that is much more in line with new trends and stands out for being technologically savvy, practicing active listening and being self-critical of their work"*

02

# Why Study at TECH?

TECH is the world's largest 100% online business school. It is an elite business school, with a model based on the highest academic standards. A world-class centre for intensive managerial skills training.



“

*TECH is a university at the forefront of technology, and puts all its resources at the student's disposal to help them achieve entrepreneurial success"*

## At TECH Technological University



### Innovation

The university offers an online learning model that combines the latest educational technology with the most rigorous teaching methods. A unique method with the highest international recognition that will provide students with the keys to develop in a rapidly-evolving world, where innovation must be every entrepreneur's focus.

"Microsoft Europe Success Story", for integrating the innovative, interactive multi-video system.



### The Highest Standards

Admissions criteria at TECH are not economic. Students don't need to make a large investment to study at this university. However, in order to obtain a qualification from TECH, the student's intelligence and ability will be tested to their limits. The institution's academic standards are exceptionally high...

**95%** | of TECH students successfully complete their studies



### Networking

Professionals from countries all over the world attend TECH, allowing students to establish a large network of contacts that may prove useful to them in the future.

**100,000+**  
executives trained each year

**200+**  
different nationalities



### Empowerment

Students will grow hand in hand with the best companies and highly regarded and influential professionals. TECH has developed strategic partnerships and a valuable network of contacts with major economic players in 7 continents.

**500+** | collaborative agreements with leading companies



### Talent

This program is a unique initiative to allow students to showcase their talent in the business world. An opportunity that will allow them to voice their concerns and share their business vision.

After completing this program, TECH helps students show the world their talent.



### Multicultural Context

While studying at TECH, students will enjoy a unique experience. Study in a multicultural context. In a program with a global vision, through which students can learn about the operating methods in different parts of the world, and gather the latest information that best adapts to their business idea.

TECH students represent more than 200 different nationalities.





TECH strives for excellence and, to this end, boasts a series of characteristics that make this university unique:



### Learn with the best

---

In the classroom, TECH's teaching staff discuss how they have achieved success in their companies, working in a real, lively, and dynamic context. Teachers who are fully committed to offering a quality specialization that will allow students to advance in their career and stand out in the business world.

Teachers representing 20 different nationalities.



*At TECH, you will have access to the most rigorous and up-to-date case studies in the academic community"*



### Analysis

---

TECH explores the student's critical side, their ability to question things, their problem-solving skills, as well as their interpersonal skills.



### Academic Excellence

---

TECH offers students the best online learning methodology. The university combines the Relearning method (a postgraduate learning methodology with the highest international rating) with the Case Study. A complex balance between tradition and state-of-the-art, within the context of the most demanding academic itinerary.



### Economy of Scale

---

TECH is the world's largest online university. It currently boasts a portfolio of more than 10,000 university postgraduate programs. And in today's new economy, **volume + technology = a groundbreaking price**. This way, TECH ensures that studying is not as expensive for students as it would be at another university.

03

# Why Our Program?

Studying this TECH program means increasing the chances of achieving professional success in senior business management.

It is a challenge that demands effort and dedication, but it opens the door to a promising future. Students will learn from the best teaching staff and with the most flexible and innovative educational methodology.



“

*We have highly qualified teachers and the most complete syllabus on the market, which allows us to offer you training of the highest academic level"*

This program will provide students with a multitude of professional and personal advantages, particularly the following:

**01**

### A significant career boost

By studying at TECH, students will be able to take control of their future and develop their full potential. By completing this program, students will acquire the skills required to make a positive change in their career in a short period of time.

*70% of participants achieve positive career development in less than 2 years.*

**02**

### Develop a strategic and global vision of companies

TECH offers an in-depth overview of general management to understand how each decision affects each of the company's different functional areas.

*Our global vision of companies will improve your strategic vision.*

**03**

### Consolidate the student's senior management skills

Studying at TECH means opening the doors to a wide range of professional opportunities for students to position themselves as senior executives, with a broad vision of the international environment.

*You will work on more than 100 real senior management cases.*

**04**

### Take on new responsibilities

The program will cover the latest trends, advances and strategies, so that students can carry out their professional work in a changing environment.

*45% of graduates are promoted internally.*

05

### Access to a powerful network of contacts

TECH connects its students to maximize opportunities. Students with the same concerns and desire to grow. Therefore, partnerships, customers or suppliers can be shared.

*You will find a network of contacts that will be instrumental for professional development.*

06

### Thoroughly develop business projects

Students will acquire a deep strategic vision that will help them develop their own project, taking into account the different areas in companies.

*20% of our students develop their own business idea.*

07

### Improve soft skills and management skills

TECH helps students apply and develop the knowledge they have acquired, while improving their interpersonal skills in order to become leaders who make a difference.

*Improve your communication and leadership skills and enhance your career.*

08

### Be part of an exclusive community

Students will be part of a community of elite executives, large companies, renowned institutions, and qualified professors from the most prestigious universities in the world: the TECH Technological University community.

*We give you the opportunity to train with a team of world renowned teachers.*

# 04 Objectives

The main objective of this program is to provide students with superior education that will enable them to learn the most cutting-edge tools and techniques to effectively manage talent in organizations. This will lead to higher performance and, therefore, greater business benefits. A unique opportunity to position students as business leaders whose teams trust their decisions and their daily work.





“

*You will be able to apply the most avant-garde techniques for the management of work teams”*

TECH makes the goals of their students their own goals too.  
Working together to achieve them.

The Executive Development Program in Organizational Behavior will enable students to:

01

Analyze the decisions of the different areas through the corporate culture model

02

Develop cutting-edge methodologies and techniques in people management and talent development within the organization through a strategic and innovative vision that favors challenges such as digital transformation and its impact on culture, business and talent management

03

Analyze the hierarchy and structure of organizations in order to identify the different roles and dynamics







04

Define new ways of managing the organization's talent and collective knowledge

05

Apply effective methods for managing teams and organizations

06

Dynamize collaborative environments and learning communities to enhance productivity and enrich the work environment

05

# Structure and Content

This TECH Technological University syllabus is intended to be a unique and stimulating experience that lays the foundations for students' success in the field of organizational management. To this end, we have selected the most innovative content in the field, which will be fundamental for their professional development. A program created by the top specialists in the field to facilitate students' learning.



“

*With the best teaching methodology and a first-class teaching staff, you will have access to innovative content, with which you will be able to specialize in Organizational Behavior"*

## Syllabus

TECH Technological University's Executive Development Program in Organizational Behavior aims to offer students a first class educational experience. To this end, it has a syllabus developed over 3 modules, ranging from the characteristics of organizations to their management and human capital.

Therefore, throughout 250 hours of study, students will have access to multiple theoretical and practical resources, thanks to which they will be able to develop the specific skills and competencies that will allow them to perform their work with greater guarantees of success.

A program that, thanks to its 100% online format, offers students the possibility of balancing their study time with the rest of their daily obligations, allowing them to choose the time and place from which to continue with their specialization. In this way, with all these resources, they will be able to reach a higher level of competence that will be fundamental for their professional future.

This program takes place over 4 months and is divided into 3 modules:

**Module 1.** Features of Organizations

**Module 2.** Organizational Management

**Module 3.** People and Organizations



### Where, When and How is it Taught?

TECH offers students the possibility of taking this Executive Development Program in Organizational Behavior completely online. Throughout the 4 months of the educational program, you will be able to access all the contents of this program at any time, allowing you to self-manage your study time.

*A unique, key, and decisive educational experience to boost your professional development and make the definitive leap.*

## Module 1. Features of Organizations

### 1.1. Organizational Behavior

- 1.1.1. Organizations
- 1.1.2. Organizational Theory
- 1.1.3. Organizations, People and Society
- 1.1.4. Historical Evolution of Organizational Behavior

### 1.2. Organizational Culture

- 1.2.1. Values and Organizational Culture
- 1.2.2. Key Elements of Change in Organizations
- 1.2.3. Evolution of Scientific Thought and the Organization as a System
- 1.2.4. Culture and Transformation

## Module 2. Organizational Management

### 2.1. Organization Management

- 2.1.1. Levels and Managerial Qualities
- 2.1.2. The Function of Planning and Organization
- 2.1.3. The Function of Management and Control
- 2.1.4. The New Role of the HR Manager

### 2.2. Knowledge Management

- 2.2.1. Collective Intelligence vs. Knowledge Management
- 2.2.2. Perspectives and Tools for Knowledge Management
- 2.2.3. Collaborative Environments and Learning Communities

## Module 3. People and Organizations

### 3.1. People in Organizations

- 3.1.1. Quality of Work Life and Psychological Well-Being
- 3.1.2. Work Teams and Meeting Management
- 3.1.3. Coaching and Team Management

### 3.2. Organizational Structure

- 3.2.1. Main Coordination Mechanisms
- 3.2.2. Departments and Organization Charts
- 3.2.3. Authority and Responsibility
- 3.2.4. Empowerment



“

*By improving the quality of work life in your business, you will get better results from your employees"*

# 06

# Methodology

This academic program offers students a different way of learning. Our methodology uses a cyclical learning approach: **Relearning.**

This teaching system is used, for example, in the most prestigious medical schools in the world, and major publications such as the **New England Journal of Medicine** have considered it to be one of the most effective.







“

*Discover Relearning, a system that abandons conventional linear learning, to take you through cyclical teaching systems: a way of learning that has proven to be extremely effective, especially in subjects that require memorization"*



## TECH Business School uses the Case Study to contextualize all content

Our program offers a revolutionary approach to developing skills and knowledge. Our goal is to strengthen skills in a changing, competitive, and highly demanding environment.

“

*At TECH, you will experience a learning methodology that is shaking the foundations of traditional universities around the world”*



*This program prepares you to face business challenges in uncertain environments and achieve business success.*



*Our program prepares you to face new challenges in uncertain environments and achieve success in your career.*

### A learning method that is different and innovative

This TECH program is an intensive educational program, created from scratch to present executives with challenges and business decisions at the highest level, whether at the national or international level. This methodology promotes personal and professional growth, representing a significant step towards success. The case method, a technique that lays the foundation for this content, ensures that the most current economic, social and business reality is taken into account.

“

*You will learn, through collaborative activities and real cases, how to solve complex situations in real business environments”*

The case method has been the most widely used learning system among the world's leading business schools for as long as they have existed. The case method was developed in 1912 so that law students would not only learn the law based on theoretical content. It consisted of presenting students with real-life, complex situations for them to make informed decisions and value judgments on how to resolve them. In 1924, Harvard adopted it as a standard teaching method.

What should a professional do in a given situation? This is the question we face in the case method, an action-oriented learning method. Throughout the program, the studies will be presented with multiple real cases. They must integrate all their knowledge, research, argue and defend their ideas and decisions.

## Relearning Methodology

TECH effectively combines the Case Study methodology with a 100% online learning system based on repetition, which combines different teaching elements in each lesson.

We enhance the Case Study with the best 100% online teaching method: Relearning.

*Our online system will allow you to organize your time and learning pace, adapting it to your schedule. You will be able to access the contents from any device with an internet connection.*

At TECH you will learn using a cutting-edge methodology designed to train the executives of the future. This method, at the forefront of international teaching, is called Relearning.

Our online business school is the only one in the world licensed to incorporate this successful method. In 2019, we managed to improve our students' overall satisfaction levels (teaching quality, quality of materials, course structure, objectives...) based on the best online university indicators.



In our program, learning is not a linear process, but rather a spiral (learn, unlearn, forget, and re-learn). Therefore, we combine each of these elements concentrically.

With this methodology we have trained more than 650,000 university graduates with unprecedented success in fields as diverse as biochemistry, genetics, surgery, international law, management skills, sports science, philosophy, law, engineering, journalism, history, markets, and financial instruments. All this in a highly demanding environment, where the students have a strong socio-economic profile and an average age of 43.5 years.

*Relearning will allow you to learn with less effort and better performance, involving you more in your specialization, developing a critical mindset, defending arguments, and contrasting opinions: a direct equation to success.*

From the latest scientific evidence in the field of neuroscience, not only do we know how to organize information, ideas, images and memories, but we know that the place and context where we have learned something is fundamental for us to be able to remember it and store it in the hippocampus, to retain it in our long-term memory.

In this way, and in what is called neurocognitive context-dependent e-learning, the different elements in our program are connected to the context where the individual carries out their professional activity.



This program offers the best educational material, prepared with professionals in mind:



### Study Material

All teaching material is produced by the specialists who teach the course, specifically for the course, so that the teaching content is highly specific and precise.

These contents are then applied to the audiovisual format, to create the TECH online working method. All this, with the latest techniques that offer high quality pieces in each and every one of the materials that are made available to the student.



### Classes

There is scientific evidence suggesting that observing third-party experts can be useful.

Learning from an Expert strengthens knowledge and memory, and generates confidence in future difficult decisions.



### Management Skills Exercises

They will carry out activities to develop specific executive competencies in each thematic area. Practices and dynamics to acquire and develop the skills and abilities that a high-level manager needs to develop in the context of the globalization we live in.



### Additional Reading

Recent articles, consensus documents and international guidelines, among others. In TECH's virtual library, students will have access to everything they need to complete their course.





### Case Studies

Students will complete a selection of the best case studies chosen specifically for this program. Cases that are presented, analyzed, and supervised by the best senior management specialists in the world.



### Interactive Summaries

The TECH team presents the contents attractively and dynamically in multimedia lessons that include audio, videos, images, diagrams, and concept maps in order to reinforce knowledge.

This exclusive educational system for presenting multimedia content was awarded by Microsoft as a "European Success Story".



### Testing & Retesting

We periodically evaluate and re-evaluate students' knowledge throughout the program, through assessment and self-assessment activities and exercises, so that they can see how they are achieving their goals.



07

# Our Students' Profiles

The Executive Development Program in Organizational Behavior is aimed at professionals related to project management and business activity in general who want to update their knowledge, discover new ways of managing business activity and advance in their professional career. Undoubtedly, the students of this program are professionals with extensive experience, who seek high-level educational development that will help them specialize and give a boost to their careers.







“

*A program specifically for you, that adapts to your needs and requirements”*

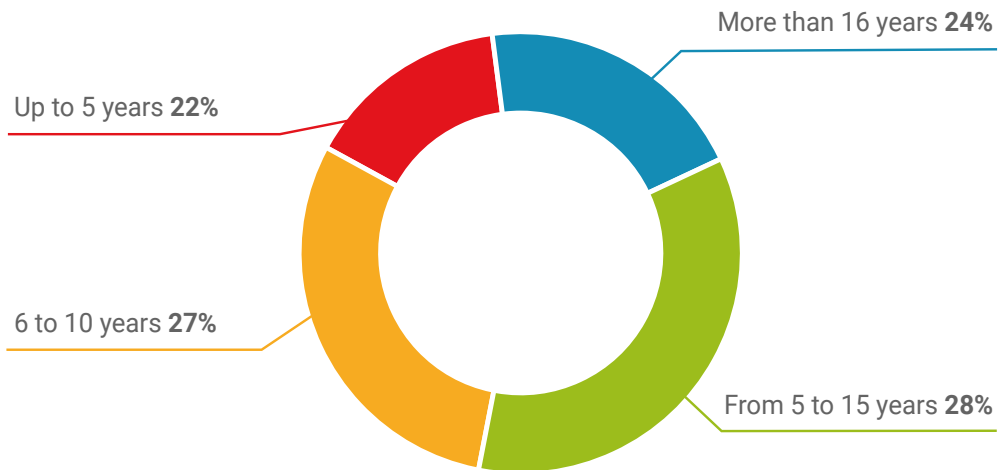
### Average Age

---

Between **35** and **45** years old

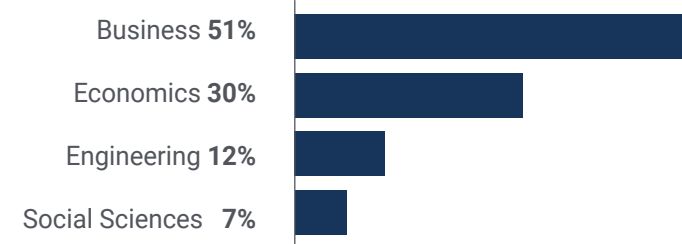
### Years of Experience

---



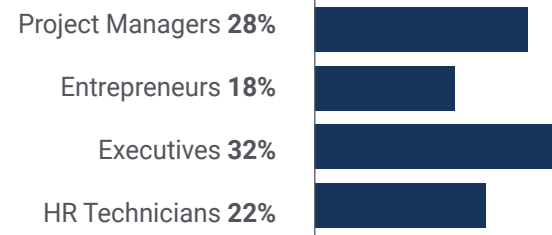
### Training

---



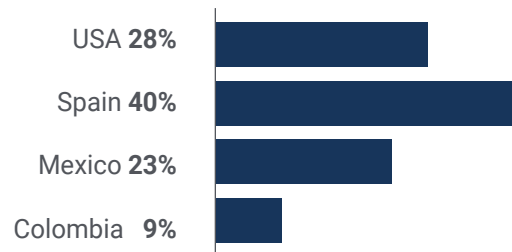
### Educational Profile

---



## Geographical Distribution

---



## Jorge Suárez

---

Chief Executive Officer

*"The completion of this program has been a great added value in my professionalism, being able to apply new techniques and strategies for the organizational management of my company. In addition, I was pleasantly surprised by the quality and professionalism of all the members of the faculty"*

08

# Course Management

TECH has professionals specialized in each area of knowledge, who bring their work experience to their educational programs. A multidisciplinary team with recognized prestige that has come together to offer the graduate all their knowledge in this field. All this through the most avant-garde contents presented in different audiovisual formats and in a 100% online modality. In this way, the professional is offered the option of specializing and being able to balance their studies with other personal and professional obligations.





“

*We have the best teaching staff to offer you a quality training program”*

## Management



### D. Larrosa Guirao, Salvador

- ◆ Finance Specialist
- ◆ Expert in Market Research, Finance and Risk Analysis
- ◆ University Lecturer

## Professors

### Ms. Gomis Noriega, Silvia

- ◆ Specialist in innovation
- ◆ R&D&I Coordinator
- ◆ Technology Transformation Expert
- ◆ Teacher



09

# Impact on Your Career

Business professionals who wish to give a boost to their careers through higher specialization in the field of organizational management will find in this program the necessary opportunity to achieve it. To this end, they are offered a fully up-to-date syllabus, which includes the latest developments in this field of action. The ideal option to access management positions in a short period of time.







“

*TECH puts all its resources at your disposal to help you achieve the professional change you desire"*

## Are you ready to take the leap? Excellent professional development awaits you.

The Executive Development Program in Organizational Behavior of TECH Technological University is an intensive program that prepares students to face challenges and business decisions globally. The main objective is to promote personal and professional growth. Helping students achieve success.

They will achieve educational and professional excellence thanks to this program.

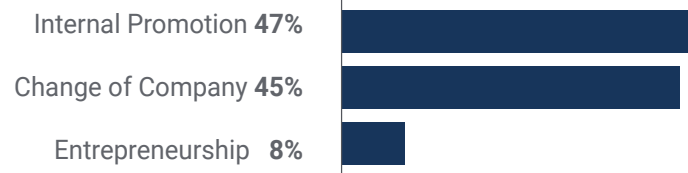
*It's time for change  
and the first step you  
need to take is to  
enroll in this program.*

*With this program,  
you will be able to  
open the doors to  
new job options, with  
greater responsibility  
and remuneration.*

### Time of Change



### Type of Change



## Salary Increase

---

This program represents a salary increase of more than **30%** for our students



10

# Benefits for Your Company

The Executive Development Program in Organizational Behavior will provide students with new competencies that they will be able to apply to their daily work, achieving greater benefits in their daily practice, but also in the companies in which they work. In this way, they will be able to implement new organizational methods, which are fundamental to achieve greater performance of the entire company.





“

*Apply new organizational methods that result in greater benefits for your company”*

Developing and retaining talent in companies is the best long-term investment.

01

### Intellectual Capital and Talent Growth

The executive will bring to the company new concepts, strategies and perspectives that can bring about significant changes in the organization.

---

02

### Retaining high-potential executives to avoid talent drain

This program strengthens the link between the company and the executive and opens new avenues for professional growth within the company.

03

### Building agents of change

They will be able to make decisions in times of uncertainty and crisis, helping the organization to overcome obstacles.

---

04

### Increased international expansion possibilities

Thanks to this program, the company will come into contact with the main markets of the world economy.



05

### **Project Development**

The executive can work on a real project or develop new projects in the field of R&D or business development of their company.

---

06

### **Increased competitiveness**

This program will equip students with the skills to take on new challenges and drive the organization forward.

# 11 Certificate

The Executive Development Program in Organizational Behavior guarantees students, in addition to the most rigorous and up-to-date education, access to an Executive Development Program issued by TECH Technological University.







“

*Successfully complete this program and receive your university qualification without having to travel or fill out laborious paperwork”*

This **Executive Development Program in Organizational Behavior** contains the most complete and up-to-date program on the market.

After the student has passed the assessments, they will receive their corresponding **Executive Development Program** issued by **TECH Technological University** via tracked delivery\*.

The diploma issued by **TECH Technological University** will reflect the qualification obtained in the Executive Development Program, and meets the requirements commonly demanded by labor exchanges, competitive examinations, and professional career evaluation committees.

Title: **Executive Development Program in Organizational Behavior**

Official N° of Hours: **250 h.**



\*Apostille Convention. In the event that the student wishes to have their paper diploma issued with an apostille, TECH EDUCATION will make the necessary arrangements to obtain it, at an additional cost.



## Executive Development Program Organizational Behavior

- » Modality: **online**
- » Duration: **4 months**
- » Certificate: **TECH Technological University**
- » Dedication: **16h/week**
- » Schedule: **at your own pace**
- » Exams: **online**

# Executive Development Program

## Organizational Behavior

