

C) PEOPLE MANAGEMENT

INSTRUMENT NUMBER 19

Objective	To show, through open discussion, that the adult has a notion of the concept and what it implies. Team management presupposes a guarantee that all the needs of employees/collaborators are met and that these people occupy the positions and functions that they can exercise. Good people/team management leads to the struggle for the same go-als and consequently to success.
Methodology	Large group discussion/debate with the technician, responsible for the activity, by launching questions and/or statements, gathered from the information throughout its progress and, finally, summarizing the key-ideas.
Resources	<ul style="list-style-type: none"> - Room equipped with enough tables and chairs for the adults - Paper, pencil and eraser - Whiteboard and whiteboard markers -
Typology and duration	<ul style="list-style-type: none"> - Room equipped with enough tables and chairs for the adults - Paper, pencil and eraser - Whiteboard and whiteboard markers
Learning outcomes	<p>Interconnected evidence of useful, personal and professional, lifelong knowledge, skills and competences, covering performance criteria related to:</p> <ul style="list-style-type: none"> - Oral communication/assertiveness - Knowing how to listen/empathize/share - Commitment/dedication/motivation - Spirit of cooperation/flexibility - Teamwork - Associative spirit - Time management - Conflict resolution - Personal and professional training

PRACTICAL EXAMPLE OF THE DEBATE

Here are some examples of images, questions and/or statements for discussion and debate:

1. What does the following image convey to you?¹



Note: the image is shown to each adult, followed by instructions: to observe and reflect, for 2 minutes, and think about what they can transmit about the image. After that, each candidate conveys his/her understanding and interpretation of the image, and finally the discussion/debate on the image starts.

¹ Source: : *Management and Business. The contemporary vision of people management in organizations: what will your future look like?* IPOG Blog. September 13, 2018.

Available at: <https://blog.ipog.edu.br/gestao-e-negocios/gestao-de-pessoas-nas-organizacoes/>

2. Teamwork is beneficial and leads to success. Comment

3. *There is no teacher, there is no student, there is no leader, there is no guru, there is no master, there is no saviour. You yourself are the teacher, the student, you are the master, you are the guru, you are the leader, you are everything.*

Jiddu Krishnamurti - The Book of Life (2015)

Comment

4. It is important to have an associative spirit/social participation?

5. Comment on the following sentence: "Initiative and Proactivity are good ways to make dreams come true." Auricélia Brito