



# Curriculum & Syllabi Handbook

## MBA International Management Part-Time



Study and Examination Regulations: 23.05.2022  
Winter Semester 2024/25  
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[www.esb-business-school.de](http://www.esb-business-school.de)



## Contents

1.	Study Structure .....	5
2.	Overview: Modules and Courses .....	7
3.	CORE MODULES AND COURSES .....	9
3.1.	Market-oriented Management..... Fehler! Textmarke nicht definiert.	
3.2.	Managerial and Financial Accounting .....	9
3.3.	Negotiating across Borders .....	13
3.4.	Business Research Methods .....	16
3.5.	Economics & Finance .....	18
3.5.1.	Economics of Firms and Markets .....	18
3.5.2.	Business Finance .....	21
3.6.	Strategic & Sustainable Management .....	23
3.6.1.	Strategic Management.....	24
3.6.2.	Sustainability Management..... Fehler! Textmarke nicht definiert.	
3.7.	Leadership & Change .....	28
3.7.1.	Leadership .....	28
3.7.2.	Organisational Behaviour and Change.....	32
3.8.	Digitisation & Entrepreneurship.....	34
3.8.1.	Digital Business Strategies.....	34
3.8.2.	Digital Entrepreneurship .....	37
3.9.	Business Process Management Simulation .....	39
3.10.	International Business Law .....	41
3.11.	Master Thesis.....	43
4.	ELECTIVES.....	45
4.1.	Behavioural Finance .....	45
4.2.	Advanced Law for Managers .....	47
4.3.	International Financial Decision Making .....	48
4.4.	Economic Policy.....	51
4.5.	Individual Leadership Coaching.....	53

## Qualification Profile

### Aims of the programme

This MBA in International Management (Part-Time) enables its graduates to assume managerial responsibilities, assess business processes, formulate strategic development objectives and make business decisions on the basis of scientific models and proven best practice in an international environment.

It builds on, and accounts for, previously gained knowledge and experience in various disciplines and industries in the context of case studies and related group discussions in many of its classes.

The MBA is primarily designed for non-business graduates but can also be attended by graduates with a business background.

### Degree awarded

Master of Business Administration (MBA)

### Duration of studies

5 semesters part-time – 90 ECTS

### Competency goals (CGs) according to AACSB

The overall competency goals and objectives of ESB degree programmes have evolved from the ESB Business School **mission** and are subject to continuous quality assurance processes.

*‘Within an educational environment that is truly international, we develop leaders who shape global business practice and society responsibly.’*

Derived from this target, ESB Business School is committed to achieving distinct learning outcomes in individual programmes. The quality of teaching and learning is measured along these outcomes. The programme goals are rendered in English and follow the international quality standards of AACSB (Association to Advance Collegiate Schools of Business). On the basis of assessment results, curricular improvements may be deemed necessary and thus implemented to help improve learning and teaching within the degree programme and in line with the educational mission of ESB Business School.

The defined competency goals (and objectives) for all ESB programmes include:

- Language proficiency
- Intercultural competence
- Ethical behaviour
- Problem-solving competence
- Functional and methodological competence
- Digital skills in functional and/ or methodological context

**Table 1: Competency goals and objectives MBA Part-Time**

LANGUAGE PROFICIENCY	INTERCULTURAL COMPETENCE	ETHICAL BEHAVIOUR	PROBLEM-SOLVING COMPETENCE	FUNCTIONAL COMPETENCE	METHODOLOGICAL COMPETENCE
COMPETENCY GOAL 1	COMPETENCY GOAL 2	COMPETENCY GOAL 3	COMPETENCY GOAL 4	COMPETENCY GOAL 5 DIGITAL SKILLS	COMPETENCY GOAL 6 DIGITAL SKILLS
<b>ESB MBA Part-Time graduates</b> are proficient in at least one foreign language and communicate in spoken and written word at B2 proficiency level (admission requirements).	...are interculturally competent.	...are able to manage complex, ethical and legal issues expertly in their professional field and in wider, environmental contexts.	...are experts at solving complex problems in the domain of International Management.	...are familiar with company value chains and are able to apply digital capabilities in supply chain support.	...have the ability to assess and develop digital business strategies.
	...reflect upon the cultural context and its complexities when making decisions in a global business environment.	...are reflexively aware of ethical and legal issues in their professional field. They are able to critically analyse these issues on the basis of normative theory or models.	...develop innovative solutions for entrepreneurial scenarios.		...demonstrate proficiency in the application of appropriate instruments/ frameworks for developing digital business strategies.
Measure embedded in admission requirements	Measure embedded in module M 3 'Negotiating across Borders' by way of self-reflective exercises and IES online test	Measure embedded in module M 6.2 'Sustainability Management' by way of presentation	Measure embedded in module M 15 'Master Thesis'	Measure embedded in module M 11 'Business Process Management Simulation' by way of presentation	Measure embedded in module M 9.1 'Digital Business Strategies' by way of case study and presentation

## Qualification profile of graduates

Graduates of the MBA International Management Part-Time programme acquire comprehensive management skills; they are familiar with the entire economic spectrum from marketing to financing, from corporate strategies to process optimisation. They demonstrate entrepreneurial spirit and skills. They are able to see far into the future and are highly sensitive to different business cultures and international partners.

The MBA is not directed towards specific industries per se. Its focus is more on functions within an international environment. These include general management, human resources, strategic planning, finance, sales, and also entrepreneurship, which is gaining more and more importance for corporations.

Typical corporate areas:

- Corporate strategy
- Leading international teams
- Business management
- Consulting
- Self-employment ventures

## 1. Study Structure

### Lectures and seminars

The MBA is a part-time programme. Classroom seminars are held on Fridays and Saturdays and are supported by online contact seminars during the week. These offer introduction and recapitulation of lecture content as well as guidance and supervision of project work where applicable. Lecture notes and material are offered via Relax, the university's online learning platform.

The weekend schedule is interrupted by four block weeks that are timetabled in the semesters 1, 2, 3 and 4. These block weeks allow lecturers a more continuous interaction and additionally offer the students the opportunity for compact and continuous exchange and integration.

The modules are programme-specific and cannot be transferred to other degree programmes.

Table 2: Study structure

Course	Contact hours (à 45 min.)		(Weekend) lectures <sup>1</sup>	ECTS credits <sup>2</sup>
<b>1. Semester</b>	<b>Lecture</b>	<b>CS</b>	<b>WE</b>	<b>ECTS</b>
Market-oriented Management	45	15	3	6
Managerial and Financial Accounting	45	15	3	6
Negotiating across Borders	45	15	3*	6
Business Research Methods	15	15	1	2
<b>Total</b>	<b>150</b>	<b>60</b>	<b>10</b>	<b>20</b>
<b>2. Semester</b>	<b>Lecture</b>	<b>CS</b>	<b>WE</b>	<b>ECTS</b>
Economics & Finance	60	30	4	8
Economics of Firms and Markets	(30)	(15)	(2)	(4)
Business Finance	(30)	(15)	(2)	(4)
Strategic & Sustainable Management	60	30	4	8
Strategic Management	(30)	(15)	(2)	(4)
Sustainability Management	(30)	(15)	(2)**	(4)
Elective 1	30	15	2	3
<b>Total</b>	<b>150</b>	<b>75</b>	<b>10</b>	<b>19</b>
<b>3. Semester</b>	<b>Lecture</b>	<b>CS</b>	<b>WE</b>	<b>ECTS</b>
Leadership & Change	60	30	4	8
Leadership	(30)	(15)	(2)**	(4)
Organisational Behaviour and Change	(30)	(15)	(2)	(4)
Digitisation & Entrepreneurship	60	30	4	8
Digital Business Strategies	(30)	(15)	(2)	(4)
Digital Entrepreneurship	(30)	(15)	(2)	(4)
Elective 2	30	15	2	3
<b>Total</b>	<b>150</b>	<b>75</b>	<b>10</b>	<b>19</b>
<b>4. Semester</b>	<b>Lecture</b>	<b>CS</b>	<b>WE</b>	<b>ECTS</b>
Business Process Management Simulation	30	15	2**	5
International Business Law	30	15	2	5
Elective 3	30	15	2	3
Elective 4	30	15	2	3
<b>Total</b>	<b>120</b>	<b>60</b>	<b>8</b>	<b>16</b>
<b>5. Semester</b>	<b>Lecture</b>	<b>CS</b>	<b>WE</b>	<b>ECTS</b>
Master Thesis	-	-	--	16
<b>Total</b>	<b>-</b>	<b>-</b>	<b>--</b>	<b>16</b>
<b>For programme in total</b>	<b>570</b>	<b>270</b>	<b>38***</b>	<b>90</b>

\* 1 WE + 1 block week

\*\* 1 block week

\*\*\* 30 WE + 4 block weeks

**Weekend seminars:** Fridays: 15:30-21:30 / Saturdays: 08:30-15:30 / **Contact seminars:** 17:15-21:30 /

**Block week:** Monday-Thursday

<sup>1</sup> Weekend seminars/ block week: 15 teaching units per weekend/ 30 teaching units per block week

<sup>2</sup> 1 ECTS is equivalent to 30h workload (contact hours and self-study)

## 2. Overview: Modules and Courses

Table 3: Modules and courses

Code	Modules and courses	ECTS per semester					Workload (teaching units à 45 min.)							
		1.	2.	3.	4.	5.	Lecture/ seminar	Contact seminar	Weekends	Self-study	Total workload	Type of assess- ment	Language	Grade weighting
<b>M 1</b>	<b>Market-oriented Management</b>	6					45	15	3	120	180	CA	Dt	6/88
<b>M 2</b>	<b>Managerial and Financial Accounting</b>	6					45	15	3	120	180	KL(2h)	Engl	6/88
<b>M 3</b>	<b>Negotiating across Borders</b>	6					45	15	3	120	180	CA	Engl	6/88
<b>M 4</b>	<b>Business Research Methods</b>	2					15	15	1	30	60	-	Engl	-
<b>M 5</b>	<b>Economics &amp; Finance</b>		8				60	30	4	150	240	KL(2h)/PA		8/88
M 5.1	Economics of Firms and Markets		(4)				(30)	(15)	(2)	(75)	(120)		Dt	
M 5.2	Business Finance		(4)				(30)	(15)	(2)	(75)	(120)		Engl/Dt	
<b>M 6</b>	<b>Strategic &amp; Sustainable Management</b>		8				60	30	4	150	240	PA/CA		8/88
M 6.1	Strategic Management		(4)				(30)	(15)	(2)	(75)	(120)		Dt	
M 6.2	Sustainability Management		(4)				(30)	(15)	(2)	(75)	(120)		Engl	
<b>M 7</b>	<b>Module Elective 1</b>			3			30	15	2	45	90	PA/CA	Engl/Dt	3/88
<b>M 8</b>	<b>Leadership &amp; Change</b>			8			60	30	4	150	240	PA/CA		8/88
M 8.1	Leadership			(4)			(30)	(15)	(2)	(75)	(120)		Engl	
M 8.2	Organisational Behaviour and Change			(4)			(30)	(15)	(2)	(75)	(120)		Engl	
<b>M 9</b>	<b>Digitisation &amp; Entrepreneurship</b>			8			60	30	4	150	240	PA/CA		8/88
M 9.1	Digital Business Strategies			(4)			(30)	(15)	(2)	(75)	(120)		Engl	
M 9.2	Digital Entrepreneurship			(4)			(30)	(15)	(2)	(75)	(120)		Engl	
<b>M 10</b>	<b>Module Elective 2</b>			3			30	15	2	45	90	PA/CA	Engl/Dt	3/88
<b>M 11</b>	<b>Business Process Management Simulation</b>				5		30	15	2	105	150	PA	Engl	5/88
<b>M 12</b>	<b>International Business Law</b>				5		30	15	2	105	150	KL(2h)	Dt	5/88
<b>M 13</b>	<b>Module Elective 3</b>			3			30	15	2	45	90	PA/CA	Engl/Dt	3/88
<b>M 14</b>	<b>Module Elective 4</b>			3			30	15	2	45	90	PA/CA	Engl/Dt	3/88
<b>M 15</b>	<b>Master Thesis</b>					16				480	480	MT		16/88
	<b>Total</b>	20	19	19	16	16	570	270	38	1860	2700			

### Abbreviations:

**CA** Continuous assessment  
**MT** Master Thesis

**KL** Klausurarbeit/ written exam  
**PA** Projektarbeit/ project work (may include written paper and presentation)

**Table 4: Electives/ Electives may vary through adjustments and updates (see §3 Abs. 2).  
Students must take at least 4 electives.**

Code	Modules and courses	ECTS per semester					Workload (teaching units à 45 min.)							
		1.	2.	3.	4.	5.	Lecture/ seminar	Contact seminar	Weekends	Self-study	Total workload	Type of assess- ment	Language	Grade weighting
VM 1	Behavioural Finance			3			30	15	2	45	90	PA/CA	Dt	3/88
VM 2	Strategy Implementation (not offered this semester)			3			30	15	2	45	90	PA/CA	Dt	3/88
VM 3	Marketing below the Line (not offered this semester)			3			30	15	2	45	90	PA/CA	Dt	3/88
VM 4	Negotiating and Drafting Contracts (not offered this semester)			3			30	15	2	45	90	PA/CA	Engl	3/88
VM 5	Supply Chain Management (not offered this semester)			3			30	15	2	45	90	PA/CA	Engl/Dt	3/88
VM 6	Business Development (not offered this semester)			3			30	15	2	45	90	PA/CA	Engl	3/88
VM 7	Sports Management (not offered this semester)			3			30	15	2	45	90	PA/CA	Dt	3/88
VM 8	Advanced Law for Managers			3			30	15	2	45	90	PA/CA	Dt	3/88
VM 9	Futures Thinking (not offered this semester)			3			30	15	2	45	90	PA/CA	Engl	3/88
VM 10	International Financial Decision Making			3			30	15	2	45	90	PA/CA	Engl	3/88
VM 11	(Online) Market Research and Consulting (not offered this semester)			3			30	15	2	45	90	PA/CA	Dt	3/88
VM 12	Economic Policy			3			30	15	2	45	90	PA/CA	Engl	3/88
VM 13	Sales Management (not offered this semester)			3			30	15	2	45	90	PA/CA	Dt	3/88
VM 14	Individual Leadership Coaching			3			30	15	2	45	90	PA/CA	Dt.	3/88
VM ff.	Electives supplemented by the Examinations Board			3			30	15	2	45	90	PA/CA	Engl/Dt	3/88
VM A	Elective 1 completed abroad												Engl	
VM B	Elective 2 completed abroad												Engl	
VM C	Elective 3 completed abroad												Engl	

### 3. CORE MODULES AND COURSES

#### 3.1. Market-oriented Management

Module	M 1
Semester	1
Duration of module	3 weekends plus online contact seminars
Type of module	Core
How frequently is the module offered	1x per semester
Admission requirements	None
Level	Master/MBA
Module coordinator/ responsible professor	<u>Prof. Dr. Gerd Nufer</u> Building 17, Office 017, Tel.: 07121 271 6011 <a href="mailto:gerd.nufer@reutlingen-university.de">gerd.nufer@reutlingen-university.de</a>
Name(s) of lecturer(s)	Prof. Dr. Gerd Nufer
Language of instruction	German
Credits (ECTS)	6
Total workload and breakdown	180 hours
Contact hours	Block lectures on weekends and online contact seminars; in total 60 hours.
Examination/ type of assessment	CA
Weighting of grade within programme	6/88
Learning outcomes	<p>The aim of the course is to acquire basic knowledge concerning theories and tools for marketing and the prevailing market mechanisms. The hands-on work in practical case studies enables the application and embedding of the theoretical marketing knowledge acquired.</p> <ul style="list-style-type: none"> <li>• <b>Subject-specific competencies</b></li> </ul>

	<ul style="list-style-type: none"> <li>– The students learn market-focused thinking and responsiveness in order to be able to develop markets. They learn to create/devise a marketing strategy and to implement it by using marketing tools.</li> <li>• <b>Professional competencies</b> The students are capable of establishing correlations and cross-links between individual marketing tools and to classify these within the overall context of market-oriented corporate management.</li> <li>• <b>Social skills, key competencies</b> Within the scope of dealing with and working on case studies in groups, the students develop and enhance their social skills and advance their personality development. They acquire problem-solving skills and decision-making capabilities, for self-management and autonomy along with the ability to work in a team.</li> <li>• <b>Personal competencies</b> Students recognize the importance and necessity of marketing, are capable of classifying these in the overall framework of business administration and of dealing with the resulting questions in a professional manner. They become competent dialog partners to specialists in national and international marketing and are capable of professional communication with marketing managers and officers and of developing solutions for marketing issues or problems.</li> </ul>
Course-specific contributions to AoL competency goals (CG 1 - 6)	<p><b>CG 4 reinforced:</b> Students evaluate and summarize the key concepts of marketing. Through a rigorous management approach, students will acquire the ability to understand and solve marketing problems. Moreover, students are able to apply theoretical concepts to specific practical situations. Students work in groups on case studies and present their results.</p> <p><b>CG 6 reinforced:</b> Students understand digital marketing strategies. They are able to identify and analyse challenges and perspectives regarding digital marketing.</p>
Content/ indicative syllabus	<ul style="list-style-type: none"> <li>• Strategic Marketing</li> <li>• Product Policy</li> <li>• Pricing Policy</li> <li>• Communication Policy</li> <li>• Customer Relationship Marketing</li> <li>• Case Studies</li> </ul>
Teaching and learning methods	<p>Mixture of different teaching methods that alternate and address different learning types:</p> <ul style="list-style-type: none"> <li>• Course delivered with seminar-based approach</li> <li>• Preparation of concepts in small groups with final presentation of results and discussion</li> </ul>

Miscellaneous	If applicable, guest lecturer
Indicative reading list	<ul style="list-style-type: none"> <li>– Homburg, Christian: Marketingmanagement. Strategie – Instrumente – Umsetzung – Unternehmensführung, 7. Aufl., Wiesbaden 2020</li> <li>– Kotler, Philip / Keller, Kevin Lane / Opresnik, Marc Oliver: Marketing-Management. Konzepte – Instrumente – Unternehmensfallstudien, 15. Aufl., München 2017</li> <li>– Meffert, Heribert / Burmann, Christoph / Kirchgeorg, Manfred / Eisenbeiß, Maik: Marketing. Grundlagen marktorientierter Unternehmensführung. Konzepte – Instrumente - Praxisbeispiele, 13. Aufl., Wiesbaden 2019</li> <li>– Nufer, Gerd / Bühler, André (Hrsg.): Marketing im Sport. Grundlagen und Trends des modernen Sportmarketing, 3.Aufl., Berlin 2013</li> <li>– Sander, Matthias: Marketing-Management. Märkte, Marktforschung und Marktbearbeitung, 4. Aufl., München 2023</li> </ul>

### 3.2. Managerial and Financial Accounting

Module	M 2
Semester	1
Duration of module	6 weekend days plus online contact seminars
Type of module	Core
How frequently is the module offered	1x per semester
Admission requirements	None
Level	Master/MBA
Module coordinator/ responsible professor	<u>Prof. Dr. Robert LoBue</u> Building 17, Office 014, Tel.: 07121 271 6021 <a href="mailto:robert.lobue@reutlingen-university.de">robert.lobue@reutlingen-university.de</a>
Name(s) of lecturer(s)	Prof. Dr. Robert LoBue
Language of instruction	English
Credits (ECTS)	6

Total workload and breakdown	180 hours
Contact hours	Block lectures on weekends and online contact seminars; in total 60 hours.
Examination/ type of assessment	KL(2h)
Weighting of grade within programme	6/88
Learning outcomes	<ul style="list-style-type: none"> <li>• <b>Subject-specific competencies</b> <ul style="list-style-type: none"> <li>- Key methods, formulas, and calculations for values in the financial statements</li> <li>- Application of accounting standards, processes, and documentation</li> <li>- Financial input for planning and forecasting</li> <li>- Accounting systems for measurement and analysis of business functional areas including revenues, costs and margins</li> <li>- Management accounting models and techniques</li> </ul> </li> <li>• <b>Professional competencies</b> <ul style="list-style-type: none"> <li>- Accounting for decision making</li> <li>- Financial literacy and applications</li> <li>- Recognising financial impacts of operational transactions and decisions on financial results</li> <li>- Critical management expectations and governance requirements of the accounting function</li> </ul> </li> <li>• <b>Social skills, key competencies</b> <ul style="list-style-type: none"> <li>- Integrative relationship of accounting process, reports, and values to business operations transactions, decisions, and obligations for team programs and projects</li> <li>- Connecting accounting to market economics and business law to contribute to higher operational and strategic goals of the enterprise</li> </ul> </li> <li>• <b>Personal competencies</b> <ul style="list-style-type: none"> <li>- Identifying relevant factors in decision-making</li> <li>- Anticipating financial impacts of plans and activities at all management levels of the organization.</li> </ul> </li> </ul>
Course-specific contributions to AoL competency goals (CG 1 - 6)	<b>CG 2 introduced:</b> Students learn to compare and to apply the international principles of accounting and reflect upon similarities and differences of accounting standards in a variety of countries.

	<p><b>CG 3 introduced:</b> Corporate governance, transparency, and fairness are presented and reflected upon as critical underlying principles for social responsibility and sustainable management practices.</p> <p><b>CG 4 introduced:</b> Students analyse basic methods of financial management of companies by comparative analysis and learn to assess the financial impact of management decisions.</p> <p><b>CG 5 introduced:</b> The financial accounting system forms the core of any organizational information technology database connected to new digital apps and services. The cost management system proactively participates in innovations, processes, methods, resources, and activities of digitalization.</p>
Content/ indicative syllabus	<ul style="list-style-type: none"> <li>- Accounting standards and processes</li> <li>- Financial statement preparation and understanding</li> <li>- Cost behaviour and revenue relationships</li> <li>- Management accounting for decision-making in pricing and operational decision-making</li> <li>- Financial and management accounting reporting</li> </ul>
Teaching and learning methods	Seminar-based approach, digital tutorials, interactive cases & exercises
Indicative reading list	<ul style="list-style-type: none"> <li>– Harrison W. T., Horngren C. T., et al (2019), Financial Accounting, 11th global edition, Pearson.</li> <li>– Bhimani, A., Horngren, C.T., Datar, S.M. &amp; Rajan, M.V. (2019). Management and Cost Accounting (7th ed.). Pearson Prentice Hall.</li> <li>– Horngren, C. T., Sundem, G. L., et al (2014), Introduction to Management Accounting, 16th global edition, Pearson.</li> <li>– Exercises and explanations posted online in the RELAX course page</li> <li>– Other commonly-used financial and managerial textbook resources, preferably in English</li> </ul>

### 3.3. Negotiating across Borders

Module	M 3
Semester	1
Duration of module	1 weekend plus 1 block week plus online contact seminars
Type of module	Core
How frequently is the module offered	1x per semester

Admission requirements	None
Level	Master/MBA
Module coordinator/ responsible professor	<u>Prof. Dr. Hazel Grünewald</u> Building 17, Office 005, Tel.: 07121 271 3074 <a href="mailto:hazel.gruenewald@reutlingen-university.de">hazel.gruenewald@reutlingen-university.de</a>
Name(s) of lecturer(s)	Prof. Dr. Hazel Grünewald
Language of instruction	English
Credits (ECTS)	6
Total workload and breakdown	180 hours
Contact hours	Block lectures and online contact seminars; in total 60 hours.
Examination/ type of assessment	CA
Weighting of grade within programme	6/88
Learning outcomes	<ul style="list-style-type: none"> <li>• <b>Subject-specific competencies</b> Students learn and practise methods and techniques that can be effectively used in negotiations. They become familiar with how to deal with the obstacles and complicating factors that might appear while applying them. The course focuses on the practical aspects of negotiation but has solid foundations in negotiation research.</li> <li>• <b>Professional and interdisciplinary competencies</b> Students learn to determine if a negotiation is position-based or interest-based. They can differentiate between integrative and distributive bargaining and gain an understanding of which game to play depending on the situation. Students analyse the different stages of a negotiation and get acquainted with/ practise relevant strategies and tactics to successfully manage cross-cultural communications and business negotiations.  Students perceive the impact of personality, management styles and culture on the international negotiation process. Students are confronted with ethical implications in negotiations. They are also made aware of some of the cognitive biases likely to confront negotiators.</li> <li>• <b>Social skills/ key competencies</b></li> </ul>

	<p>Students are able to reflect and discuss current topics connected to making deals in an international environment. They develop a sense of how to separate substantive issues (the deal) from broader relationship issues.</p> <ul style="list-style-type: none"> <li>• <b>Personal competencies</b></li> </ul> <p>Students can analyse and understand their own personalities and tendencies in bargaining situations. They learn how to move out of their comfort zone and adapt to situations.</p>
Course-specific contributions to AoL competency goals (CG 1 - 6)	<p><b>CG 2 assessed:</b> Students reflect upon the cultural variables that impact decision making in a global business environment – embedded assessment in the context of group exercises, simulation and a self-reflective essay and by way of IES (Intercultural Efficiency Scale) online test.</p> <p><b>CG 3 reinforced:</b> Students reflect upon the potential ethical consequences of management decisions from a cultural and personality perspective – reinforced in the context of group exercises, simulation and a self-reflective essay.</p>
Content/ indicative syllabus	<ol style="list-style-type: none"> <li>1. Cross-cultural communication – understanding different cultures</li> <li>2. Personality – understanding how different personality / management styles tick</li> <li>3. Introduction to negotiations <ul style="list-style-type: none"> <li>• Distributive versus integrative negotiations</li> <li>• The Harvard method: principled negotiations</li> <li>• Dealing with obstacles and complicating factors</li> <li>• Different personalities and styles</li> <li>• Rationality and cognition</li> <li>• Cross-cultural negotiation</li> </ul> </li> </ol>
Teaching and learning methods	<ul style="list-style-type: none"> <li>• Case study</li> <li>• Video</li> <li>• Interactive with continuous simulations</li> <li>• Quest 3C game</li> <li>• Exercises/ simulations in groups</li> </ul>
Indicative reading list	<p>Students will receive handouts and additional materials provided on the RELAX platform.</p> <p>Recommended literature:</p> <ul style="list-style-type: none"> <li>– Adizes, Ichak. (2004) <i>Management/Mismanagement styles: How to identify a style and what to do about it</i>. Santa Barbara, CA: The Adizes Institute Publications.</li> </ul>

	<ul style="list-style-type: none"> <li>– Cialdini, Robert B. (2007): Influence. The psychology of persuasion. Rev. ed.; 1st Collins business essentials ed. New York: Collins.</li> <li>– Fisher, Roger; Shapiro, Daniel (2005): Beyond reason. Using emotions as you negotiate. New York: Viking.</li> <li>– Harvard business essentials. Negotiation (2003). Boston: Harvard Business School Press (The Harvard business essentials series).</li> <li>– Lewicki, Roy J.; Barry, Bruce; Saunders, David M. (2010): Negotiation. 6th ed. Boston: McGraw-Hill/Irwin.</li> <li>– Ury, William (2007): Getting past no. Negotiating your way from confrontation to cooperation. Rev. ed. New York: Bantam Books.</li> </ul>
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### 3.4. Business Research Methods

Module	M 4
Semester	1
Duration of module	2 weekend days plus online contact seminars
Type of module	Core
How frequently is the module offered	1x per semester
Admission requirements	None
Level	Master/MBA
Module coordinator/ responsible professor	<u>Prof. Dr. Robert LoBue</u> Building 17, Office 014, Tel.: 07121 271 6021 <a href="mailto:robert.lobue@reutlingen-university.de">robert.lobue@reutlingen-university.de</a>
Name(s) of lecturer(s)	Prof. Dr. Robert LoBue
Language of instruction	English
Credits (ECTS)	2
Total workload and breakdown	60 hours
Contact hours	Block lectures on weekends and online contact seminars; in total 30 hours.

Examination/ type of assessment	Pass/Fail based on personal attendance
Weighting of grade within programme	-
Learning outcomes	Critical Personal Skills Development including Reading, Thinking & Writing for Academic and Research Papers, Presentations & Publications
Course-specific contributions to AoL competency goals (CG 1 - 6)	<b>CG 1 reinforced</b> in Academic Writing Skills <b>CG 3 reinforced</b> in Citation Expectations and Avoiding Plagiarism <b>CG 4 reinforced</b> in Literature Review and Research Methodology
Content/ indicative syllabus	<p>Academic Writing Skills:</p> <ul style="list-style-type: none"> <li>- Development of Topic/Thesis Focus/Purpose</li> <li>- Literature Sourcing, Selection, &amp; Review</li> <li>- Writing Style &amp; Structure</li> <li>- Academic (APA) Citation Guide</li> </ul> <p>Business Research Methodology:</p> <ul style="list-style-type: none"> <li>- Determining Research Philosophy: Ontology &amp; Epistemology</li> <li>- Formulating a Research Design</li> <li>- Selecting, Constructing and Conducting of Research Method(s)</li> <li>- Collecting &amp; Analysing Data</li> <li>- Validating the Contribution – for Application and/or Theory</li> <li>- Writing up Results &amp; Defence i.e. Master's Thesis</li> <li>- Considering Publication</li> </ul>
Teaching and learning methods	Seminar-based approach, tutorials, cases & exercises
Indicative reading list	<p>– Purdue University On-Line Writing Laboratory (Purdue OWL)</p> <p>General Writing:</p> <ul style="list-style-type: none"> <li>– <a href="https://owl.purdue.edu/owl/general_writing/index.html">https://owl.purdue.edu/owl/general_writing/index.html</a></li> <li>– Research and Citation (including APA Style Guide):</li> <li>– <a href="https://owl.purdue.edu/owl/research_and_citation/resources.html">https://owl.purdue.edu/owl/research_and_citation/resources.html</a></li> <li>– Mark N.K. Saunders, Philip Lewis, &amp; Adrian Thornhill: Research Methods for Business Students (2019), 8th ed., Pearson.</li> <li>– Christina Quinlan, Barry Babin, Jon Carr, Mitch Griffin, &amp; William Zikmund: Business Research Methods (2019), 2nd ed., CENGAGE.</li> </ul> <p>Additional sources cited in lecture notes and webpage</p>

### 3.5. Economics & Finance

Module	M 5
Semester	2
Duration of module	4 weekends plus online contact seminars
Type of module	Core
Courses included in the module	Economics of Firms and Markets Business Finance
How frequently is the module offered	1x per semester
Admission requirements	Completion of first semester modules
Level	Master/MBA
Module coordinator/ responsible professor	<u>Prof. Dr. Rolf Daxhammer</u> Building 5, Office 213, Tel.: 07121 271 3005 <a href="mailto:rolf.daxhammer@reutlingen-university.de">rolf.daxhammer@reutlingen-university.de</a>
Name(s) of lecturer(s)	Prof. Dr. Larissa Zierow Prof. Dr. Rolf Daxhammer
Credits (ECTS)	8
Total workload and breakdown	240 hours
Examination/ type of assessment	KL(2h)/PA
Weighting of grade within programme	8/88

#### 3.5.1. Economics of Firms and Markets

Course number/ code	M 5.1
Name(s) of lecturer(s)	<u>Prof. Dr. Larissa Zierow</u> Building 5, Office 207, Tel.: 07121 271 6035 <a href="mailto:larissa.zierow@reutlingen-university.de">larissa.zierow@reutlingen-university.de</a>

Language of instruction	German
Credits (ECTS)	4
Contact hours	Block lectures on weekends and online contact seminars; in total 45 hours.
Learning outcomes	<ul style="list-style-type: none"> <li> <b>Subject-specific competencies</b>  Students know the principles of economics and understand the relationship between micro- and macroeconomics as well as the role of economic policy within a global economy. They are aware of the economic settings relevant for entrepreneurial decision making. They understand and reflect on the market mechanisms in different market forms. They know the determinants of demand and supply behaviour. Students can appreciate the role and interaction of different economic agents (households and firms) in (aggregated) markets, as well as the relevance of spill-over and feedback effects between the goods, money and labour markets. They are able to reflect the relevance of fiscal and monetary policy especially for employment and inflation in a European and global setting. They identify the implications of different types of market failure and are able to evaluate economic policy instruments to improve market outcomes. Based on their knowledge they are able to describe, discuss and evaluate current economic developments. </li> <li> <b>Professional competencies</b>  Students know the key characteristics of relevant theoretical approaches in micro- and macroeconomics. They know graphical, mathematical and econometric methods and tools to analyse and reflect market situations. They can describe and evaluate the implications of economic policy for individual and aggregate variables. Students have the theoretical and empirical tools and knowledge to analyse the problems and particularities related to individual behaviour and economic choices that cannot be explained by the standard economic rational agent-based theory.   They are able to reflect on scientific contributions to economic topics by applying their knowledge of economic approaches.   Students are able to identify the relations between strategic entrepreneurial goals and the economic environment. They can derive and explain the consequences of economic developments and policy for firms and are able to develop adequate solutions as a response to changes in the economic environment. Students are familiar with and can apply research in economics to demonstrate an understanding of rational economic behaviour as well as departures from rationality in economic decision-making and theory. </li> <li> <b>Social skills/ key competencies</b>  Students reflect and challenge economic problems and current challenges within a global economy. They deepen their knowledge of economic variables and settings and develop the ability to think as an </li> </ul>

	<p>economist. They apply their knowledge and expertise in business and develop economic questions on their own. They are able to analyse an economic problem or issue using an appropriate theoretical framework, recognize its limitations and appreciate uncertainties around such analyses. They reflect the ethical dimensions of economic decisions.</p> <ul style="list-style-type: none"> <li>• <b>Personal competencies</b></li> </ul> <p>Students know how to handle and apply complex economic approaches and are able to argue in a logically consistent way and draw conclusions. They develop a feeling for the mix of intuitive and sometimes fuzzy arguments and formal rigor needed to work with (economic) theory. They are able to use the power of abstractness to focus upon the essential features of an economic problem and to provide a systematic framework for the coherent and critical evaluation of the effects of policy or other exogenous events. They also understand the relevance of assumptions for the outcome of economic models. They appreciate thereby the relevance of different cultural settings for economic behaviour.</p>
Course-specific contributions to AoL competency goals (CG 1 - 6)	<p><b>CG 2 reinforced:</b> Students reflect upon the cultural context and its complexities when making decisions in a global business environment. They are introduced to economic concepts that are applied in a national and international setting.</p> <p><b>CG 3 reinforced:</b> Students reflect upon the potential ethical consequences of management decisions. Based on their economic knowledge, they reflect, in class discussions, on the ethical implications of their managerial decisions such as wage setting and the laying-off of workers.</p> <p><b>CG 4 reinforced:</b> Students develop innovative solutions for entrepreneurial scenarios. Students learn to apply their economic knowledge in case studies developing sound managerial decisions.</p> <p><b>CG 6 introduced:</b> Students have knowledge of and reflect on the implications of digital business models for the concentration process within markets.</p>
Content/ indicative syllabus	<p>The lecture starts with an introduction to economics by exploring the fundamental questions of why we study economics and how economists think. It will cover the workings of markets and their efficiency, including the distinction between perfect and imperfect markets, as well as behavioural economics. Production and national income accounting will be examined, along with the goods market and money and financial markets. The lecture will also cover the financial crisis since 2008 and its impact on growth and employment. An introduction to game theory will be provided, followed by a discussion of international trade and empirical and experimental economics. This comprehensive approach will enable students to understand the relevance of market power and the implications of (in)stability of markets for economic policy and companies in closed and open economies.</p> <ol style="list-style-type: none"> <li>1. Why do we study Economics? And how do Economists think?</li> </ol>

	<ol style="list-style-type: none"> <li>2. How do markets work and why are they efficient?</li> <li>3. Production and National Income Accounting</li> <li>4. The Goods Market</li> <li>5. Money and Financial Markets</li> <li>6. The Financial Crisis since 2008</li> <li>7. Growth and Employment</li> <li>8. Introduction to Game Theory</li> <li>9. International Trade</li> <li>10. Empirical and Experimental Economics</li> </ol>
Teaching and learning methods	Seminar-based approach
Indicative reading list	<p>Basic:</p> <ul style="list-style-type: none"> <li>– Mankiw, N. Gregory / Taylor, Mark P. (8. Aufl. 2021, 7. Aufl. 2018, 6. Aufl., 2016): Grundzüge der Volkswirtschaftslehre</li> <li>– Olivier Blanchard/Gerhard Illing (8. Aufl., Pearson Studium, 2021) Makroökonomie</li> <li>– The CORE team (2022), Die Wirtschaft, open source e-book: <a href="https://www.core-econ.org/the-economy/book/de/text/0-3-contents.html">https://www.core-econ.org/the-economy/book/de/text/0-3-contents.html</a></li> </ul> <p>Further readings:</p> <ul style="list-style-type: none"> <li>– Krugman, P., Obstfeld, M., Melitz, M. (2022), International Economics - Theory and Policy, 12th ed., Boston: Pearson Addison-Wesley.</li> <li>– Varian, Hal R. (2019): Intermediate Microeconomics. A Modern Approach, 9th ed., New York: W.W. Norton.</li> </ul> <p>Additional reading will be made available in class.</p>

### 3.5.2. Business Finance

Course number/ code	M 5.2
Name(s) of lecturer(s)	<u>Prof. Dr. Rolf Daxhammer</u> Building 5, Office 213, Tel.: 07121 271 3005 <a href="mailto:rolf.daxhammer@reutlingen-university.de">rolf.daxhammer@reutlingen-university.de</a>
Language of instruction	German and English

Credits (ECTS)	4
Contact hours	Block lectures on weekends and online contact seminars; in total 45 hours.
Learning outcomes	<ul style="list-style-type: none"> <li>• <b>Subject-specific competencies</b> <ul style="list-style-type: none"> <li>– understand and use the terminology for key finance instruments, ratios and concepts</li> <li>– evaluate the access to different financing instruments for different types of companies</li> <li>– calculate pre-emptive rights for capital increases</li> <li>– calculate a company's cost of capital and critically reflect on its limitations</li> <li>– compare different capital structure theories</li> <li>– apply different valuation methods and understand their real-life limitations</li> </ul> </li> <li>• <b>Professional and interdisciplinary competencies</b> <ul style="list-style-type: none"> <li>– Students will transfer basic principles of mathematics to the field of corporate finance.</li> <li>– Students will learn how managerial decisions are reflected in cash-flow requirements and how a company's financial flexibility is limited by macroeconomic conditions.</li> </ul> </li> <li>• <b>Social skills/ key competencies</b> <ul style="list-style-type: none"> <li>– Students should gain a clear understanding of how neoclassical models use assumptions, which may not mirror real life investors' attitudes to ethics, risk or personal gain.</li> </ul> </li> <li>• <b>Personal and practical competencies</b> <ul style="list-style-type: none"> <li>– During the lecture, students will learn how to develop complex analytical and mathematical approaches in a seminar-based interactive environment.</li> </ul> </li> </ul>
Course-specific contributions to AoL competency goals (CG 1 - 6)	<p><b>CG 4 reinforced:</b> Different sources of financing are compared based on the perspective of buyers and sellers of securities. In written individual presentations students demonstrate that they can identify problems for companies which use financial markets as a source of financing; offering strategies on how to solve these problems.</p> <p><b>CG 6 reinforced:</b> Students will learn how the forecasting process in capital budgeting can be augmented using AI-approaches on comprehensive data sets.</p>
Content/ indicative syllabus	<ul style="list-style-type: none"> <li>• Finance and financial markets</li> <li>• Internal and external sources of finance</li> <li>• Equity</li> </ul>

	<ul style="list-style-type: none"> <li>• Debt</li> <li>• Financial Markets</li> </ul>
Teaching and learning methods	Lectures (seminar-style), student tutorials, guest speakers, workshops
Indicative reading list	<p>Compulsory reading:</p> <ul style="list-style-type: none"> <li>– Zutter, C.J./Smart, S.B (2019): Principles of Managerial Finance; Reading, MA</li> <li>– Gräfer, H./Schiller, B./Rösner, S. (2014): Finanzierung, Berlin</li> </ul> <p>Further reading:</p> <ul style="list-style-type: none"> <li>– Brealey, R., Myers, S., Allen, F., (2019): Principles of Corporate Finance, Columbus</li> <li>– Perridon, L./Steiner, M./Rathgeber, A.W. (2022): Finanzwirtschaft der Unternehmung; München</li> </ul>

### 3.6. Strategic & Sustainable Management

Module	M 6
Semester	2
Duration of module	2 weekends plus 1 block week plus online contact seminars
Type of module	Core
Courses included in the module	Strategic Management Sustainability Management
How frequently is the module offered	1x per semester
Admission requirements	Completion of first semester modules
Level	Master/MBA
Module coordinator/responsible professor	<u><a href="#">Prof. Dr. Carmen Finckh</a></u> Building 17, Office 130, Tel.: 0175 20 60 333 <u><a href="mailto:carmen.finckh@reutlingen-university.de">carmen.finckh@reutlingen-university.de</a></u>
Name(s) of lecturer(s)	Prof. Dr. Carmen Finckh Prof. Dr. Maud Schmiedeknecht
Credits (ECTS)	8

Total workload and breakdown	240 hours
Examination/ type of assessment	PA/CA
Weighting of grade within programme	8/88

### 3.6.1. Strategic Management

Course number/ code	M 6.1
Name(s) of lecturer(s)	<u>Prof. Dr. Carmen Finckh</u> Building 17, Office 130, Tel.: 0175 20 60 333 <a href="mailto:carmen.finckh@reutlingen-university.de">carmen.finckh@reutlingen-university.de</a>
Language of instruction	German
Credits (ECTS)	4
Contact hours	Block lectures on weekends and online contact seminars; in total 45 hours.
Learning outcomes	<p>Various competencies are improved:</p> <ul style="list-style-type: none"> <li>• Subject-specific competencies <ul style="list-style-type: none"> <li>- Knowledge of contemporary strategy theory</li> <li>- Understanding of the functions and the limitations of the so-called main stream strategic management for the challenges of the future</li> <li>- Digital and sustainable business models</li> </ul> </li> <li>• Professional competencies <ul style="list-style-type: none"> <li>- Distinguish between strategic and non-strategic problem tasks</li> <li>- Problem-solving capabilities</li> <li>- Strategic thinking skills</li> <li>- Practical execution of strategy tools</li> </ul> </li> <li>• Social and key competencies <ul style="list-style-type: none"> <li>- Ability to solve problems under uncertainty</li> <li>- Ability to communicate analyses and recommendations</li> </ul> </li> </ul>
Course-specific contributions to AoL	CG 2 reinforced: Students reflect upon the cultural context and its complexities when making decisions in a global business environment.

competency goals (CG 1 - 6)	<p>CG 3 reinforced: Students reflect upon the potential ethical consequences of management decisions</p> <p>CG 4 reinforced: Students develop solutions for strategic issues</p> <p>CG 5 reinforced: Students reflect on the connection between strategy, sustainability and the relevance of digitalization in supply chains.</p> <p>CG 6 reinforced: Students have the ability to assess and develop digital business strategies as part of the broader set of strategic choice.</p>
Content/ indicative syllabus	<ol style="list-style-type: none"> <li>1. Fundamentals of Strategy Management and Strategic Thinking <ol style="list-style-type: none"> <li>1.1. Strategic development and evaluation (process, tools)</li> <li>1.2. Business Models</li> <li>1.3. Strategy implementation at a glance</li> </ol> </li> <li>2. Rethinking Strategic Management <ol style="list-style-type: none"> <li>2.1. Foundations of sustainable strategic management</li> <li>2.2. Sustainable Strategizing</li> </ol> </li> <li>3. Business Concepts for Sustainable Strategizing <ol style="list-style-type: none"> <li>3.1. Sustainable business models</li> <li>3.2. Flourishing enterprise strategy design method</li> </ol> </li> <li>4. Value-based stakeholder Management</li> </ol>
Teaching and learning methods	Lectures, case-based learning, HBS Simulations
Indicative reading list	<p>References</p> <ul style="list-style-type: none"> <li>– Lynch, Richard L. (2015): Strategic management / Richard Lynch. 7. ed.: Pearson.</li> <li>– Wunder, Thomas (2016): Essentials of Strategic Management. Effective Formulation and Execution of Strategy: Schäffer-Poeschel Verlag für Wirtschaft Steuern Recht GmbH.</li> <li>– Wunder, Thomas (Hg.) (2017): CSR und Strategisches Management: Wie man mit Nachhaltigkeit langfristig im Wettbewerb gewinnt. Berlin, Heidelberg: Springer Berlin Heidelberg.</li> <li>– Wunder, Thomas (Hg.) (2019): Rethinking Strategic Management. 1st ed. Cham: Springer International Publishing.</li> </ul>

### 3.6.2. Sustainability Management

Course number/ code	M 6.2
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Name(s) of lecturer(s)	<u>Prof. Dr. Maud Helene Schmiedeknecht</u> Building 17, Office 130, Tel.: 07121 271 3081 <a href="mailto:maud.schmiedeknecht@reutlingen-university.de">maud.schmiedeknecht@reutlingen-university.de</a>
Language of instruction	English
Credits (ECTS)	4
Contact hours	Block lectures and online contact seminars; in total 45 hours.
Learning outcomes	<ul style="list-style-type: none"> <li>• <b>Professional competencies</b> Students will develop an enhanced understanding of theoretical and practical aspects of sustainability management. They will be able to apply methods to identify and analyse business challenges and perspectives regarding sustainability issues (analysis). Furthermore, students will be familiar with strategies and instruments to apply sustainability management in business and to transform businesses towards circular economy (implementation).</li> <li>• <b>Methodological competencies</b> Students will enhance their analytical and critical thinking skills in addition to their problem-solving skills particularly in the field of sustainability management. Furthermore, they will be able to create a presentation deck considering the requirements of a management consultancy.</li> <li>• <b>Social competencies</b> Through the interactive nature of the course, students will apply their oral and written communication skills. Furthermore, they will apply their team skills by developing results in discussions in various team set-ups. Students will be able to analyse and critically reflect on their own learning process during the course.</li> <li>• <b>Personal competencies</b> Students will gain knowledge and competencies in analysing and assessing sustainability management issues and thereby reflect how to grow into responsible decision makers. They will discuss personal consequences, e.g. to take the initiative for a responsible and future oriented behaviour in business and society.</li> </ul>
Course-specific contributions to AoL competency goals (CG 1 - 6)	<p><b>CG 2 reinforced:</b> Students reflect upon the complexities of international corporations regarding sustainability topics, e.g. social and ecological challenges of setting up sustainable supply chains.</p> <p><b>CG 3 assessed:</b> Students understand the underlying principles and theoretical concepts of Sustainability and Corporate Social Responsibility (CSR). In their presentation, they analyse sustainable/circular business models, discuss the economic, social and environmental impacts and reflect upon potential ethical dilemmas of management decisions.</p>

	<p><b>CG 4 reinforced:</b> Students analyse and assess sustainability management systems, e.g. by evaluating sustainability reports regarding strategy, implementation measurements, and KPIs.</p> <p><b>CG 5 introduced:</b> Students learn how companies can use data to enable transparency in their processes, e.g. to conduct life cycle assessments and increase the transparency in their supply chains.</p>
Content/ indicative syllabus	<ul style="list-style-type: none"> <li>- Introduction to sustainability management: Topics, principles and standards</li> <li>- Implementation of sustainability management: Strategies, structures and processes</li> <li>- Sustainable business models and business model innovations: Circularity patterns and transformation towards circular economy</li> <li>- Selected functional areas of sustainability management: Supply chain and reporting</li> <li>- Climate solution simulation</li> </ul>
Teaching and learning methods	Seminar style lecture including case studies, discussions, guest lectures, simulation, coaching by instructor and presentations by students
Indicative reading list	<p>Lecture handout with list of references, case studies, current sustainability reports and articles, amongst others:</p> <ul style="list-style-type: none"> <li>– Aagaard, A., Lüdeke-Freund F., Wells, P. (eds.) (2021): Business Models for Sustainability Transitions: How Organisations Contribute to Societal Transformation. Palgrave MacMillan.</li> <li>– Bocken, N.M.P., Short, S.W., Evans, S. (2014): A literature and practice review to develop sustainable business model archetypes. Journal of Cleaner Production (65), pp. 42-56.</li> <li>– Ernst, D., Gabriel, R., Sailer, U. (2023): Sustainable Business Management. UKV</li> <li>– Geissdoerfer, M., Vladimirova, D., Evans, S. (2018): Sustainable business model innovation: A review. Journal of Cleaner Production (198), pp. 401-416.</li> <li>– Konietzko, J., Bocken, N., Hultink, E.J. (2020): A Tool to Analyze, Ideate and Develop Circular Innovation Ecosystems. Sustainability, 12(1):417.</li> <li>– Lüdeke-Freund, F., Breuer, H., Massa, L. (2022): Sustainable Business Model Design – 45 Patterns.</li> <li>– Takacs, F., Stechow, R., Frankenberger, K. (2020): Circular Ecosystems: Business Model Innovation for the Circular Economy. White Paper of the Institute of Management &amp; Strategy, University of St. Gallen.</li> <li>– Schaltegger, S., &amp; Burritt, R. (2018). Business cases and corporate engagement with sustainability: Differentiating ethical motivations. Journal of Business Ethics, 147(2), 241-259.</li> <li>– World Economic Forum (2023): The Global Risks Report 2023.</li> </ul>

### 3.7. Leadership & Change

Module	M 8
Semester	3
Duration of module	1 block week plus 2 weekends plus online contact seminars
Type of module	Core
Courses included in the module	Leadership Organisational Behaviour and Change
How frequently is the module offered	1x per semester
Admission requirements	Completion of first and second semester modules
Level	Master/MBA
Module coordinator/ responsible professor	<u>Prof. Dr. Julia Hormuth</u> Building 5, Office 116, Tel.: 07121 271 3075 <a href="mailto:julia.hormuth@reutlingen-university.de">julia.hormuth@reutlingen-university.de</a>
Name(s) of lecturer(s)	Dr. Roy Mouawad Prof. Dr. Hazel Grünewald
Credits (ECTS)	8
Total workload and breakdown	240 hours
Examination/ type of assessment	PA/CA
Weighting of grade within programme	8/88

#### 3.7.1. Leadership

Course number/ code	M 8.1
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Name(s) of lecturer(s)	Dr. Roy Mouawad <a href="mailto:roy.mouawad@reutlingen-university.de">roy.mouawad@reutlingen-university.de</a>
Language of instruction	English
Credits (ECTS)	4
Contact hours	Block lectures and online contact seminars; in total 45 hours.
Learning outcomes	<p>This course examines theories and models of leadership and issues and challenges of people management in organizations. Environmental factors, organizational objectives, company culture, and individual and group ethical standards are examined to incorporate situational determinants of leadership effectiveness. The course provides a framework on what “leadership” entails, along with developing an understanding for the skills and knowledge to address leadership opportunities and challenges. Students’ ability to understand and apply diverse approaches to leadership in organizations is emphasized by readings, case analyses, role-plays, and in-class exercises. Emphasis is on building a sound grasp of good practice, and on developing the ability to apply such knowledge to actual business problems. After the course, students will have:</p> <ul style="list-style-type: none"> <li>• gained in-depth knowledge on the topic of leadership</li> <li>• learned practical tools and methods of leadership that will apply to a variety of organizational structures</li> <li>• become aware of how leadership topics apply to work settings</li> <li>• gained insight on their own personality, skills, values, beliefs, and ethics as they relate to leading others</li> <li>• acquired an understanding of power, influence, change, culture, emotions, and team contexts as related to leadership</li> <li>• developed experience in discussion and debate on leadership topics</li> <li>• developed a personal philosophy of leadership and people management</li> </ul>
Course-specific contributions to AoL competency goals (CG 1 - 6)	<p><b>CG 1 reinforced:</b> As the course is conducted in English, students improve their command of the English language through readings, discussions, presentations, and debates on leadership theories and issues.</p> <p><b>CG 2 reinforced:</b> Students work on cases that focus on international/intercultural issues, which require them to reflect upon the culture dependence of leaders’ and followers’ positions and expectations.</p> <p><b>CG 3 reinforced:</b> Students explore ethics in a global context by looking at contemporary issues, concept definitions, approaches to business ethics and causes of unethical behavior in a business context. Students will discuss the social and ethical consequences of leadership. They will explore, through exercises and case studies, cross-cultural issues related to leadership ethics.</p> <p><b>CG 5 reinforced:</b> Students understand the impact of leadership on various functional areas of organizations, mainly strategy and human resource</p>

	<p>management. Students will examine the role of leaders and managers in setting a clear vision and designing strategies to achieve it.</p> <p><b>CG 6 reinforced:</b> Students discuss leadership schools and theories. Through exercises and class discussions, they will evaluate and critically analyze complex leadership situations. They will use tools and techniques to solve leadership problems.</p>
Content/ indicative syllabus	<p><b>Introduction</b></p> <ol style="list-style-type: none"> <li>1. Introduction to leadership &amp; people management: leadership described</li> <li>2. Leadership vision, purpose</li> </ol> <p><b>Leadership theories</b></p> <ol style="list-style-type: none"> <li>3. Trait and skill-based approaches to leadership</li> <li>4. Behavioural leadership theories</li> <li>5. Situational leadership theories</li> <li>6. Transactional and transformational leadership</li> </ol> <p><b>Values and authenticity:</b></p> <ol style="list-style-type: none"> <li>7. Leadership styles</li> <li>8. Needs, values, and motives</li> <li>9. Leadership and ethics</li> </ol> <p><b>Teams, emotions, and culture:</b></p> <ol style="list-style-type: none"> <li>10. Team leadership and shared vision</li> <li>11. Emotional intelligence: Competencies for leaders in the 21<sup>st</sup> century</li> <li>12. Culture and leadership (cultural intelligence)</li> <li>13. Managing difficult situations</li> </ol> <p><b>Strategy, performance, and learning:</b></p> <ol style="list-style-type: none"> <li>14. Strategic people management</li> <li>15. People management canvas</li> </ol>
Teaching and learning methods	<p>Primarily case-study based teaching with input presentations by the lecturer. Cases need to be prepared before, during, and after class.</p> <p>Debates, discussions, role plays, and in-class exercises.</p> <p>For examination, students will have to develop a final report on their own on an issue of leadership and/or people management taken out of their personal experience/context.</p>
Miscellaneous	<p>Cases, presentations as well as additional reading material will be provided on the course's RELAX website.</p>
Indicative reading list	<p>– Boyatzis, R. E. (2018). The behavioral level of emotional intelligence and its measurement. <i>Frontiers in psychology</i>, 9, 1438.</p>

- By, R. T. (2021). Leadership: In pursuit of purpose. *Journal of Change Management*, 21(1), 30-44.
- Caulfield, J. L., Lee, F. K., & Richards, B. A. (2021). Leadership as an art: an enduring concept framed within contemporary leadership. *Leadership & Organization Development Journal*, 42(5), 735-747.
- Contreras, F., Baykal, E., & Abid, G. (2020). E-leadership and teleworking in times of COVID-19 and beyond: What we know and where do we go. *Frontiers in Psychology*, 11, 590271.
- Cortellazzo, L., Bruni, E., & Zampieri, R. (2019). The role of leadership in a digitalized world: A review. *Frontiers in psychology*, 10, 1938.
- Crede, M., Jong, J., & Harms, P. (2019). The generalizability of transformational leadership across cultures: A meta-analysis. *Journal of Managerial Psychology*.
- Jiang, C., & Zhu, Y. (2022). Political uncertainty, leadership and productivity. *Economic and Political Studies*, 10(3), 314-326.
- Kaasa, A. (2021). Merging hofstede, schwartz, and ingelehart into a single system. *Journal of cross-cultural psychology*, 52(4), 339-353.
- Kotamena, F., Senjaya, P., & Prasetya, A. B. (2020). A Literature Review: Is Transformational Leadership Elitist and Antidemocratic?. *International Journal of Social, Policy And Law*, 1(1), 36-43.
- Kotsou, I., Mikolajczak, M., Heeren, A., Grégoire, J., & Leys, C. (2019). Improving emotional intelligence: A systematic review of existing work and future challenges. *Emotion Review*, 11(2), 151-165.
- Legutko, B. J. (2020). An exploration of authentic, servant, transactional, and transformational leadership styles in Fortune 500 CEO letters. *Journal of Leadership Studies*, 14(2), 44-51.
- McClellan, J. L. (2022). Reimagining Leadership Theory: A Cognitive Process Model of Leadership. *International Leadership Journal*, 14(3).
- Northouse, P. G. (2021). *Leadership: Theory and practice*. Sage publications.
- Ott, D. L., & Michailova, S. (2018). Cultural intelligence: A review and new research avenues. *International Journal of Management Reviews*, 20(1), 99-119.
- Roberson, Q., & Perry, J. L. (2022). Inclusive leadership in thought and action: A thematic analysis. *Group & Organization Management*, 47(4), 755-778.
- Saha, R., Cerchione, R., Singh, R., & Dahiya, R. (2020). Effect of ethical leadership and corporate social responsibility on firm performance: A systematic review. *Corporate Social Responsibility and Environmental Management*, 27(2), 409-429.
- Yukl, G. (2012). *Leadership in Organizations* (8th edition). Pearson.

- Yukl, G. (2012). Effective leadership behavior: What we know and what questions need more attention. The Academy of Management Perspectives, 26(4), 66-85.

### 3.7.2. Organisational Behaviour and Change

Course number/ code	M 8.2
Name(s) of lecturer(s)	<u>Prof. Dr. Hazel Grünewald</u> Building 17, Office 005, Tel.: 07121 271 3074 <a href="mailto:hazel.gruenewald@reutlingen-university.de">hazel.gruenewald@reutlingen-university.de</a>
Language of instruction	English
Credits (ECTS)	4
Contact hours	Block lectures on weekends and online contact seminars; in total 45 hours.
Learning outcomes	<p>After successful completion of this course the students should have gained the following knowledge and developed the following competencies:</p> <ul style="list-style-type: none"> <li>• <b>Professional competencies</b> Understanding of key concepts, models and practices within the field of organisational behaviour such as personality, motivation, team dynamics and effectiveness, decision-making, organisational design, culture and change; appreciation of how theories can be translated into practical applications.</li> <li>• <b>Methodological competencies</b> Competence to develop and answer a specific research question, to prepare a paper and a presentation according to scientific standards. The ability to be able to stand back and view complex situations in perspective and to think critically about organisations and what happens in them.</li> <li>• <b>Social competencies</b> Presentation and teamwork skills (through group work and group presentations).</li> <li>• <b>Personal competencies</b> Awareness of their own skills in realising an academic project; competence to evaluate other students' academic projects and presentations.</li> </ul>
Course-specific contributions to AoL competency goals (CG 1 - 6)	<b>CG 1 reinforced:</b> During the course students work in culturally diverse student groups on several business cases and develop presentations and/or short written reports in English.

	<p><b>CG 2 reinforced:</b> Students work in culturally diverse teams. They focus on challenges of managing organisational behaviours in an international context. Additionally, students learn how to assess (national or organisational) culture as well as the challenges culture poses.</p> <p><b>CG 3 reinforced:</b> Ethical aspects of several OB topics will be discussed, e.g. ethical aspects when motivating or leading people, ethical aspects of diversity management. Students will learn to identify ethical problems in business cases and will determine appropriate theories/approaches to tackle a specific challenge. Students will reflect and become aware of the positive and negative consequences of their decisions.</p> <p><b>CG 4 reinforced:</b> Students will have tools to develop innovative solutions for entrepreneurial scenarios. Finally, students will be aware of the legal, economic and ethical consequences of their decisions.</p>
Content/ indicative syllabus	<p><b>PART I: The world of organisational behaviour</b></p> <p>Foundations of organisational behaviour</p> <p><b>PART II: Individual process/ group and social processes</b></p> <p>Understanding people at work</p> <ul style="list-style-type: none"> <li>• Personality dynamics</li> <li>• Values</li> <li>• Perception and learning</li> <li>• Emotions, attitudes and stress</li> </ul> <p>Motivation and job satisfaction</p> <ul style="list-style-type: none"> <li>• Content and process theories</li> <li>• Reinforcement theories</li> <li>• Designing a motivating work environment</li> </ul> <p>Change management</p> <ul style="list-style-type: none"> <li>• Application of change management to practice</li> </ul>
Teaching and learning methods	Lectures with discussions, case studies, videos, research, group discussions, self-inventories, simulations.
Indicative reading list	<ul style="list-style-type: none"> <li>– Buelens, Marc; Sinding, Knud; Waldstrøm, Christian et al. (2011): Organisational Behaviour. 4th Edition. Berkshire: McGraw-Hill Higher Education.</li> <li>– Gerrig, Richard J., Zimbardo, Philip, Svartol, Frode et al. (2012): Psychology &amp; Life. 18th Edition. European Adaptation Edition. Harlow: Pearson</li> <li>– Kotter, John P. (2010). Leading change. Boston, Mass: Harvard Business University Press</li> <li>– Lauer, Thomas. (2021). Change management: fundamentals and success factors. Berlin: Springer</li> </ul>

	– Robbins, Stephen P.; Campbell, Timvothy; Judge, Timothy A. (2019): Organizational Behavior. 18th edition, global edition. Harlow & Munich: Pearson
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### 3.8. Digitisation & Entrepreneurship

Module	M 9
Semester	3
Duration of module	4 weekends plus online contact seminars
Type of module	Core
Courses included in the module	Digital Business Strategies Digital Entrepreneurship
How frequently is the module offered	1x per semester
Admission requirements	Completion of first and second semester modules
Level	Master/MBA
Module coordinator/ responsible professor	<u>Prof. Dr. Martin Mocker</u> Building 5, Office 115, Tel.: 07121 271 3123 <a href="mailto:martin.mocker@reutlingen-university.de">martin.mocker@reutlingen-university.de</a>
Name(s) of lecturer(s)	Prof. Johanna Bath Jan Döring Prof. Dr. Martin Mocker
Credits (ECTS)	8
Total workload and breakdown	240 hours
Examination/ type of assessment	PA/CA
Weighting of grade within programme	8/88

#### 3.8.1. Digital Business Strategies

Course number/ code	M 9.1
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Name(s) of lecturer(s)	<u>Prof. Dr. Martin Mocker</u> Building 5, Office 115, Tel.: 07121 271 3123 <a href="mailto:martin.mocker@reutlingen-university.de">martin.mocker@reutlingen-university.de</a>
Language of instruction	English
Credits (ECTS)	4
Contact hours	Block lectures on weekends and online contact seminars; in total 45 hours.
Learning outcomes	<p>Upon completion of this course, participants will have developed the following competencies:</p> <ul style="list-style-type: none"> <li> <b>Professional/ subject-specific competencies</b>  Students are expected to understand the ambiguity and complexity of defining and executing strategy in an increasingly digitizing world. They will be able to identify the key decisions driving long-term firm performance in a digital economy and understand how these decisions influence why some firms are more successful than others, while others still fail. Specifically, this course will help students to <ul style="list-style-type: none"> <li>Understand the sources of competitive advantage in a digital world</li> <li>Understand business model choices in a digital world, especially with regard to multi-sided platforms (such as Amazon Marketplace, LinkedIn, Airbnb, etc.)</li> <li>Understand the organizational capabilities needed to execute a digital business strategy</li> <li>Understand how large, established companies transform to deliver on their digital strategy</li> </ul> </li> <li> <b>Methodological competencies</b>  The capability to deal with complex, ambiguous situations by breaking problems down into parts, analysing the parts critically, weighing opposing arguments, presenting a synthesis and debating a decision in class as well as staying open to enhancing or changing decisions. </li> <li> <b>Social competencies</b>  Building on feedback to improve their written and oral communication skills, their ability to work in teams, as well as defend their arguments in a discussion. </li> <li> <b>Personal competencies</b>  Deal with ambiguous situations that do not have a definite 'right or wrong' answer. </li> </ul>
Course-specific contributions to AoL	<b>CG 1 reinforced:</b> English as course language <b>CG 2 introduced:</b> In a selected case, students are required to discuss cultural aspects of global standardization.

competency goals (CG 1 - 6)	<p><b>CG 3 introduced:</b> In specific cases, students will discuss the ethical implications of automation.</p> <p><b>CG 4 reinforced:</b> As part of their project work, students are required to analyse strategic business challenges faced by actual companies in the digital age and formulate how these can be solved with digital management tools and frameworks.</p> <p><b>CG 5 reinforced:</b> As part of several cases, students discuss the impact of current digital technologies on processes that form part of a company's supply chain.</p> <p><b>CG 6 assessed:</b> As part of the evaluated project work, students are required to assess the current situation of their company with regards to digital strategy as well as prioritizing challenges and developing a plan of action.</p>
Content/ indicative syllabus	<ol style="list-style-type: none"> <li>1. Motivation: why 'digital' matters for MBAs?</li> <li>2. Digital Business Strategy: sources of competitive advantage</li> <li>3. Digital Business Models: how to make money in the digital age</li> <li>4. Digital Innovation: what digital strategy is built of</li> <li>5. Digital Transformation: architecting for execution of the digital strategy</li> </ol>
Teaching and learning methods	Discussion of cases (i.e. the narrative of a business manager facing a difficult problem that will be discussed in class); lectures; students also work in groups and are assigned projects.
Miscellaneous	Examination type is CA for this course.
Indicative reading list	<p>References and access to supplementary readings, videos, cases are provided during lectures. Key readings include:</p> <ul style="list-style-type: none"> <li>– Fonstad, N.O.; Mocker, M.: Munich Re: Building a Foundation for Innovating Digital Offerings, MIT Sloan Center for Information Systems Research, Working Paper No. 445, August 2020.</li> <li>– Hagiu, A., 2014. Strategic decisions for multisided platforms. MIT Sloan Management Review, 55(2)</li> <li>– Mocker, M. and Ross, J.W., 2017. The Problem with Product Proliferation. Harvard Business Review, 95 (3).</li> <li>– Mocker, M., Weill, P. and Woerner, S.L., 2014. Revisiting Complexity in the Digital Age. MIT Sloan Management Review, 55(4)</li> <li>– Mocker, M.; Ross, J., Hopkins, C.: How USAA Architected its Business for Life Event Integration. MIS Quarterly Executive, 14 (2015) 4, pp. 137-150.</li> <li>– Mocker, M.; Ross, J.W.: Transforming Royal Philips to Reinvent Healthcare in the Digital Age. MIT Sloan Center for Information Systems Research, Working Paper No. 425, December 2017</li> </ul>

	<ul style="list-style-type: none"> <li>– Mocker, M.; Fonstad, N.O.: How AUDI AG Is Driving Toward the Sharing Economy. MIS Quarterly Executive, 16 (2017) 4, pp. 279-293.</li> <li>– Mocker, M; Beath, C.M.: The First Year of Digital Transformation at Principal International Chile. MIT Sloan Center for Information Systems Research, Working Paper No. 432, December 2018.</li> <li>– Mocker, M; Novales, A.: Connected Cleaning at Kärcher. MIT Sloan Center for Information Systems Research, Working Paper No. 441, January 2020.</li> <li>– Ross, J. W.; Beath, C. M.; Mocker, M.: Designed for Digital: How to Architect Your Business for Sustained Success. MIT Press (2019, forthcoming).</li> <li>– Van Alstyne, M.W., Parker, G.G. and Choudary, S.P., 2016. Pipelines, Platforms, and the New Rules of Strategy. Harvard Business Review, 94(4)</li> <li>– Weill, P. and Woerner, S.L., 2013. Optimizing your digital business model. MIT Sloan Management Review, 54(3)</li> </ul>
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### 3.8.2. Digital Entrepreneurship

Course number/ code	M 9.2
Name(s) of lecturer(s)	<u>Prof. Johanna Bath</u> Building 17, Office 014, Tel.: 07121 271 5028 <a href="mailto:johanna.bath@reutlingen-university.de">johanna.bath@reutlingen-university.de</a> Jan Doering <a href="mailto:jan@launch-rockstars.de">jan@launch-rockstars.de</a>
Language of instruction	English
Credits (ECTS)	4
Contact hours	Block lectures on weekends and online contact seminars; in total 45 hours.
Learning outcomes	Upon completion of this course, participants will have developed the following competencies: <ul style="list-style-type: none"> <li>• <b>Professional competencies:</b> deepen business development and marketing knowledge and broaden it by topics of entrepreneurship, operations, marketing, sales and communication; understand and explain the relevant tools of digital entrepreneurship and digital marketing as well as business model design.</li> <li>• <b>Methodological competencies:</b></li> </ul>

	<p>solve complex tasks in marketing with a focus on digital marketing. Implement methods to create &amp; improve (digital) business models in a start-up environment.</p> <ul style="list-style-type: none"> <li>• <b>Social competencies:</b> improve the ability to work individually and in teams under time pressure; refine verbal and written communication skills.</li> <li>• <b>Personal competencies:</b> present logical and convincing arguments; discuss topics on business model design/digital marketing responsibly on an expert level. Improve English skills.</li> </ul>
Course-specific contributions to AoL competency goals (CG 1 - 6)	<p><b>CG 1 reinforced:</b> Students work intensively on case studies and present their results in English language. The lecture, the discussions and the literature are in English. They write discussion papers on international cases.</p> <p><b>CG 2 introduced:</b> Students work in international teams to review each other's presentations and give and get peer feedback. Students also learn about international/intercultural differences in professional marketing communication in a business context.</p> <p><b>CG 3 introduced:</b> In specific cases, students will discuss the ethical implications of marketing and its power on influencing behaviours.</p> <p><b>CG 4 reinforced:</b> As part of their project work, students are required to analyse strategic business challenges faced by companies when creating digital business models.</p> <p><b>CG 5 reinforced:</b> As part of several cases, students discuss the impact of current digital technologies on marketing and sales processes.</p> <p><b>CG 6 assessed:</b> As part of the evaluated project work, students are required to assess the current situation of their company with regards to digital business strategy as well as prioritizing challenges and developing a plan of action.</p>
Content/ indicative syllabus	<p>Topics will vary from semester to semester, for example:</p> <ul style="list-style-type: none"> <li>• Entrepreneurial Mindset and Skills</li> <li>• Digital business models e.g. platform Business Model and their specific marketing/operations challenges</li> <li>• Typical start-up processes as well as methods to ensure entrepreneurship success. (Ideation, Business Model Design, Validation, Pivoting)</li> <li>• Target audience research</li> <li>• Digital Marketing and Online Marketing</li> <li>• Social Media Marketing &amp; Targeting algorithms</li> </ul> <p>Topics vary from semester to semester depending on innovative research or actual business aspects</p>
Teaching and learning methods	Seminar in interactive style, illustrative practical examples, case studies; project work, presentations, discussions
Miscellaneous	Examination type is PA.

Indicative reading list	<ul style="list-style-type: none"> <li>– Achatz, Andreas, et. Al.: Think growth, 2019, Herzberger Publishing, Frankfurt a. M. (in German)</li> <li>– Blank &amp; Dorf (2012): The Startup Owner's Manual: The Step-By-Step Guide for Building a Great Company. K &amp; S Ranch.</li> <li>– Fitzpatrick, Rob (2013): The Mom Test: How to talk to customers &amp; learn if your business is a good idea when everyone is lying to you. CreateSpace Independent Publishing Platform.</li> <li>– Hoffmann, Kerstin: Prinzip Kostenlos – Content Marketing für Dienstleister, Berater und Wissensträger, 2017, Wiley: Weinheim (in German)</li> <li>– Parker, Geoffrey, et. Al.: Platform Revolution, How Networked markets are transforming the economy and how to make them work for you, 2016, Norton: New York</li> <li>– Sundararajan, Arun: The Sharing Economy, 2016, The MIT Press: Cambridge</li> <li>– Lerner, Cliff: Explosive Growth, 2017, Clifford Ventures Corporation</li> <li>– Osterwalder &amp; Pigneur (2010): Business Model Generation: A Handbook for Visionaries, Game Changers, and Challengers. John Wiley &amp; Sons.</li> <li>– Ries (2011): The Lean Startup. How today's entrepreneurs use continuous innovation to create radically successful businesses. Currency.</li> <li>– Walling, Rob (2023): The SaaS Playbook: Build a Multimillion-Dollar Startup Without Venture Capital. Start Small, LLC.</li> <li>– Wilkinson, Amy (2015): The Creator's Code: The Creator's Code: The Six Essential Skills of Extraordinary Entrepreneurs. Simon &amp; Schuster.</li> </ul>
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### 3.9. Business Process Management Simulation

Module	M 11
Semester	4
Duration of module	1 block week plus online contact seminars
Type of module	Core
How frequently is the module offered	1x per semester
Admission requirements	Completion of first, second and third semester modules
Level	Master/MBA
Module coordinator/responsible professor	<u>Prof. Johanna Bath</u> Building 17, Office 014, Tel.: 07121 271 5028 <a href="mailto:johanna.bath@reutlingen-university.de">johanna.bath@reutlingen-university.de</a>

Name(s) of lecturer(s)	<p>Prof. Johanna Bath <a href="mailto:johanna.bath@reutlingen-university.de">johanna.bath@reutlingen-university.de</a></p> <p>Prof. Dr. Wolfram Heger <a href="mailto:wolfram.heger@reutlingen-university.de">wolfram.heger@reutlingen-university.de</a></p>
Language of instruction	English
Credits (ECTS)	5
Total workload and breakdown	150 hours
Contact hours	Block lectures and online contact seminars; in total 45 hours.
Examination/ type of assessment	PA
Weighting of grade within programme	5/88
Learning outcomes	<ul style="list-style-type: none"> <li>• <b>Social skills/ key competencies</b> Through the interactive nature of the course, students will apply their oral and written communication skills. Furthermore, they will apply their team skills by developing results in discussions in various team set-ups. Students will be able to analyse and critically reflect on their own learning process during the course.</li> <li>• <b>Personal competencies</b> Students will gain knowledge and competencies in analysing and assessing sustainable business processes and thereby grow into responsible decision makers.</li> </ul>
Course-specific contributions to AoL competency goals (CG 1 - 6)	<p><b>CG 2 reinforced:</b> Students reflect upon the cultural context and its complexities when considering ethical, social and environmental aspects in establishing sustainable supply chains and business.</p> <p><b>CG 4 reinforced:</b> Students will enhance their analytical and critical thinking skills in addition to their problem-solving skills.</p> <p><b>CG 5 assessed:</b> Students are able to assess the relevance of digitalization for sustainable supply chains.</p> <p><b>CG 6 reinforced:</b> Students will develop an enhanced understanding of theoretical and practical aspects of business processes. They will be able to apply methods to identify and analyse challenges and perspectives regarding sustainability issues in the entire supply and value chain.</p>
Content/ indicative syllabus	<ul style="list-style-type: none"> <li>• Introduction of business process management: areas, methodology, strategy, key roles and responsibilities</li> <li>• Selected functional areas of business processes: supply chain, reporting</li> </ul>

	<ul style="list-style-type: none"> <li>• Process effectiveness and efficiency &amp; lean management</li> <li>• Lean Management simulation game</li> <li>• Implementation of integer, compliant and sustainable business processes: structures, stakeholder management, instruments and standards</li> <li>• Business process management: case studies</li> </ul>
Teaching and learning methods	Seminar style lecture including case studies, discussions, coaching by instructor and presentations by students
Indicative reading list	Lecture handouts with list of references Case study material

### 3.10. International Business Law

Module	M 12
Semester	4
Duration of module	2 weekends plus online contact seminars
Type of module	Core
How frequently is the module offered	1x per semester
Admission requirements	Completion of first, second and third semester modules
Level	Master/MBA
Module coordinator/responsible professor	<u>Prof. Dr. Markus Conrads</u> Building 17, Office 125, Tel.: 07121 271 3000 <a href="mailto:markus.conrads@reutlingen-university.de">markus.conrads@reutlingen-university.de</a>
Name(s) of lecturer(s)	Prof. Dr. Markus Conrads
Language of instruction	German
Credits (ECTS)	5
Total workload and breakdown	150 hours

Contact hours	Block lectures on weekends and online contact seminars; in total 45 hours.
Examination/ type of assessment	KL(2h)
Weighting of grade within programme	5/88
Learning outcomes	<p>The students should</p> <ul style="list-style-type: none"> <li>- know the most important rules of commercial law and learn how to apply them in their professional practice</li> <li>- get a feeling for the cases in which it is advisable to involve legal experts</li> </ul>
Course-specific contributions to AoL competency goals (CG 1 - 6)	<p><b>CG 3 reinforced:</b> Students will reflect upon the potential ethical consequences of management decisions. Ethical awareness is reinforced by solving a case study dealing with general questions of compensation. The students reflect on whether the traditional ways of compensating damages are sufficient and how they can make sure that their contract partners perform their contractual obligations ethically.</p> <p><b>CG 5 reinforced:</b> Students will learn the basics on contracts regarding digital content. They will learn which statutory provisions will apply and they will also be informed about European initiatives to strengthen consumer protection in this field.</p>
Content/ indicative syllabus	<ul style="list-style-type: none"> <li>- Basics of German commercial law</li> <li>- Contract law (domestic)</li> <li>- Labour law and employment contracts</li> <li>- Basics of international business law</li> <li>- Distribution Law</li> <li>- Exercises and overviews</li> </ul>
Teaching and learning methods	Seminar-based approach
Indicative reading list	<ul style="list-style-type: none"> <li>– Conrads: Internationales Kaufrecht, Verlag, 2017</li> <li>– NWB-Textausgabe: „Wichtige Gesetze des Wirtschaftsprivatrechts“</li> </ul>

### 3.11. Master Thesis

Module	M 15
Semester	5
Duration of module	Maximum 4 months
Type of module	Core
How frequently is the module offered	Continually
Admission requirements	Successful completion of 45 ECTS credits acquired in semester 1, 2 and 3
Level	Master/MBA
Module coordinator/ responsible professor	First supervisor: a professor at Reutlingen University, preferably a professor from ESB Business School Second supervisor: a professor at Reutlingen University or a company representative who must be approved by the MBA examination board
Name of contact person	Depending on the topic (central contact person possible)
Language	Thesis can be written in German or English
Credits (ECTS)	16
Total workload and breakdown	480 hours
Examination/ assessment conditions	Independent grading by two supervisors. Minimum grade is 4.0. The thesis is written in German or English and is to be written in semester 5. The scope corresponds to 16 ECTS credit points and has to be submitted within 4 months.
Weighting of grade within programme	16/88
Learning outcomes	As part of the preparation for their master's thesis, the candidate should demonstrate the ability to produce academic/ scientific work at MBA level. The subject of the thesis is the independent analysis of a subject-immanent question with the help of scientific methods within a given period of time, as well as the elaboration of proposed solutions and suggestions for further scientific investigations of related questions.  At the same time, the candidate should be able to assess the scientific and practical relevance of the topic and to select and apply the relevant methods of analysis.

Course-specific contributions to AoL competency goals (CG 1 - 6)	<p><b>CG 2 reinforced if subject-applicable:</b> Students include the international dimensions of the analysed research question and research field.</p> <p><b>CG 3 reinforced if subject-applicable:</b> Students check and reflect the ethical dimensions of their research topic. They also choose their research method according to accepted ethical standards and rules.</p> <p><b>CG 4 embedded assessment:</b> Students develop solutions for business related issues and show how business objectives can be achieved in a practical nature. The thesis demonstrates the student's problem-solving skills. The process of writing and development of argumentation, as well as the drawing of conclusions, is done independently.</p> <p><b>CG 5 reinforced if subject-applicable:</b> The contribution to this CG depends on the research field of the master's thesis.</p> <p><b>CG 6 reinforced if subject-applicable:</b> Students analyse the relevance of digital tools and frameworks for their research topic.</p>
Content/ indicative syllabus	<p>Structured, scientific elaboration of a subject-defined topic in the field of general management based on the knowledge and competences acquired in the study programme. This includes the development of a practice-oriented research question and academic treatment of the topic in coordination with the supervisors.</p> <p>Content and methods vary depending on the task. The choice of methods must be undergirded.</p> <p>As a rule, the thesis is written in cooperation with a company. Exceptions to this are to be discussed with the responsible professor.</p>
Teaching and learning methods	<p>As far as content and methods of the master's thesis are concerned, the students are supervised by a professor and, if applicable, by a company representative. The supervision includes, in particular, the reflection of the structure and the methods used.</p> <p>The thesis demonstrates the student's problem-solving skills. The process of writing and development of argumentation as well as the drawing of conclusions is done independently.</p>
Indicative reading list	Depending on individual topic

## 4. ELECTIVES

### 4.1. Behavioural Finance

Module	VM 1
Semester	2-4
Duration of module	2 weekends plus online contact seminars
Type of module	Elective
Admission requirements	Completion of first semester modules and a significant part of Business Finance (second semester)
Level	Master/MBA
Module coordinator/ responsible professor	<u>Prof. Dr. Gerd Nufer</u> Building 17, Office 017, Tel.: 07121 271 6011 <a href="mailto:gerd.nufer@reutlingen-university.de">gerd.nufer@reutlingen-university.de</a>
Name(s) of lecturer(s)	<u>Prof. Dr. Rolf Daxhammer</u> Building 5, Office 213, Tel.: 07121 271 3005 <a href="mailto:rolf.daxhammer@reutlingen-university.de">rolf.daxhammer@reutlingen-university.de</a>
Language of instruction	German
Credits (ECTS)	3
Total workload and breakdown	90 hours
Contact hours	Online block lectures/ inverted classroom on weekends and online contact seminars; in total 45 hours.
Examination/ type of assessment	PA/CA
Weighting of grade within programme	3/88
Learning outcomes	<ul style="list-style-type: none"> <li>• <b>Subject-specific competencies</b> Students will learn why the concept of economic rationality has its limitations in financial markets. They will understand the limits of neoclassical financial models. They will perform investment analyses based on a Behavioural Prospect Theory approach. Students will be able explain phases of financial bubbles and list the most important ones.</li> <li>• <b>Professional competencies</b></li> </ul>

	<p>Students will learn how to give finance-based presentations in a professional environment and, at the end of the course, they will be able to understand the complex environment of financial decision-making from a behavioural perspective.</p> <ul style="list-style-type: none"> <li>• <b>Social competencies</b> Students will refine their oral and written communication skills, improve their ability to work in teams under time pressure and give and receive feedback from fellow students in a structured manner.</li> <li>• <b>Personal and practical competencies</b> Students will be involved in ongoing research projects such as experiments and simulations. They will learn about research methodologies with a 'hands on' approach.</li> </ul>
Course-specific contributions to AoL competency goals (CG 1 - 6)	<p><b>CG 3 reinforced:</b> Especially in the topics Investment Advice and Financial Nudging, students will learn to appreciate the fine line between reacting to behavioural biases and exploiting behavioural biases.</p> <p><b>CG 4 reinforced:</b> In pairs, students will prepare research agendas which address the implications of introducing behavioural concepts into standard neoclassical financial theory. Thus, they will grasp a solid understanding for the limitations of some of the standard problem-solving tools in investment management.</p>
Content/ indicative syllabus	<ul style="list-style-type: none"> <li>• Basics and Limits of rational Behaviour in Financial Markets</li> <li>• Phases of and Examples for Speculative Bubbles</li> <li>• Information Processing and Decision Making from a behavioural perspective</li> <li>• Applications of Behavioural Finance</li> <li>• Limitations of and Challenges for Behavioural Finance</li> </ul>
Teaching and learning methods	<p>Lectures: Interactive seminar-style lectures will create knowledge and understanding by discussing relevant textbook chapters.</p> <p>Cases/exercises will make sure that students get ample exposure to application of knowledge, making judgements and developing learning skills. The class will draw extensively on real life and near real time cases or market developments.</p> <p>Presentations will help students improve their communication skills both with a professional and an academic target audience in mind.</p> <p>Online discussions will help students to react to current market developments in a very rapid manner to acquaint students with the speed of information processing in real financial markets.</p>
Miscellaneous	Online discussions 15-30%, external presentations/ field trips 15-30%
Indicative reading list	<p>Basic reading:</p> <ul style="list-style-type: none"> <li>– Aker, L.F., Deaves, R. (2010): Behavioral Finance, Cengage, Mason</li> </ul>

	<ul style="list-style-type: none"> <li>– Daxhammer, R.J., Facsar, M. (2017): Behavioral Finance, 2nd edition, UVK/Lucius, Konstanz</li> </ul> <p>Further reading:</p> <ul style="list-style-type: none"> <li>– Daxhammer, R.J., Facsar, M. (2017): Spekulationsblasen – Den Turbulenzen am Finanzmarkt auf der Spur, 2nd edition, UVK/Lucius, Konstanz</li> <li>– Nofsinger, J.R. (2017): The Psychology of Investing, 6th edition, Routledge, London</li> </ul>
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## 4.2. Advanced Law for Managers

Module	VM 8
Semester	2-4
Duration of module	1 online block week plus online contact seminars
Type of module	Elective
Admission requirements	Completion of first semester modules
Level	Master/MBA
Module coordinator/ responsible professor	<u>Prof. Dr. Gerd Nufer</u> Building 17, Office 017, Tel.: 07121 271 6011 <a href="mailto:gerd.nufer@reutlingen-university.de">gerd.nufer@reutlingen-university.de</a>
Name(s) of lecturer(s)	<u>Prof. Dr. Markus Conrads</u> Building 17, Office 125, Tel.: 07121 271 3000 <a href="mailto:markus.conrads@reutlingen-university.de">markus.conrads@reutlingen-university.de</a>
Language of instruction	German
Credits (ECTS)	3
Total workload and breakdown	90 hours
Contact hours	Online block lectures and online contact seminars; in total 45 hours.
Examination/ type of assessment	PA/CA
Weighting of grade within programme	3/88

Learning outcomes	At the end of the course, the student should be able to apply the essential legal framework for the everyday business of managing directors and board members.
Course-specific contributions to AoL competency goals (CG 1 - 6)	<b>CG 3 reinforced:</b> Students reflect upon the potential ethical consequences of management decisions. Ethical awareness is reinforced by solving a case study dealing with general questions of compensation. The students reflect whether the traditional ways of compensating for damages are sufficient and how they can make sure that their contract partners perform their contractual obligations ethically.
Content/ indicative syllabus	This lecture is created to prepare the student for a future job as a managing director or board member of a company: Managers need knowledge of the legal framework of their everyday business. As a body authorised to represent such companies, they have legal duties: Not only do they have to conclude transactions with third parties, but they also have to comply with other legal obligations - for example, in the event of entrepreneurial crises. The exact duties of the managing director/board of directors are unknown to many managers. They are fixed by the law. Therefore, this lecture initially focuses on company law and insolvency law. Another focus of the activity as a manager is dealing with employees: Here, knowledge of the framework conditions of labour law is indispensable. For this reason, labour law forms the second focus here.
Teaching and learning methods	Seminar-based approach
Indicative reading list	– Conrads/Schade, Internationales Wirtschaftsprivatrecht, 2. Auflage 2012

### 4.3. International Financial Decision Making

Module	VM 10
Semester	2-4
Duration of module	1 weekend on-campus plus 1 online weekend plus online contact seminars
Type of module	Elective
Admission requirements	Completion of first semester modules
Level	Master/MBA
Module coordinator/ responsible professor	<u>Prof. Dr. Gerd Nufer</u> Building 17, Office 017, Tel.: 07121 271 6011 <a href="mailto:gerd.nufer@reutlingen-university.de">gerd.nufer@reutlingen-university.de</a>

Name(s) of lecturer(s)	Prof. Samer Ajour El Zein <a href="mailto:samer.ajour_el_zein@reutlingen-university.de">samer.ajour_el_zein@reutlingen-university.de</a>
Language of instruction	English
Credits (ECTS)	3
Total workload and breakdown	90 hours
Contact hours	Block lectures on weekends (on-campus and online) and online contact seminars; in total 45 hours.
Examination/ type of assessment	CA (consisting of active participation in class, team work and individual presentations – a split will be provided at the beginning of the course)
Weighting of grade within programme	3/88
Learning outcomes	<ul style="list-style-type: none"> <li>• <b>Subject-specific competencies</b> <ul style="list-style-type: none"> <li>- Key methods, formulas, and calculations for International Financial Assets</li> <li>- Apply quantitative techniques and other data analysis tools to support decision making in the company, recognizing its scope and collecting relevant data.</li> <li>- Risk versus Return Analysis for different asset class portfolios</li> <li>- Investment models and techniques</li> </ul> </li> <li>• <b>Professional competencies</b> <ul style="list-style-type: none"> <li>- International Financial Techniques for decision making</li> <li>- Modern Financial and Investment Tools and Instruments</li> <li>- Building Sustainable and Long-term Hedged Growth Portfolio</li> <li>- Insurances and Hedging techniques to stop loss and minimize risk exposure while investing using derivatives markets.</li> </ul> </li> <li>• <b>Social skills, key competencies</b> <ul style="list-style-type: none"> <li>- Being highly committed to the application of moral values and those of the investment's tools in the face of ethical dilemmas and corporate social responsibility.</li> <li>- Distinguishing between hedging, speculation and building steady financial states and stability.</li> </ul> </li> <li>• <b>Personal competencies</b> <ul style="list-style-type: none"> <li>- Solve problems and make decisions at the strategic, tactical and financial levels of an organization, considering the interrelationship between the risk, expected and actual returns.</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>- Learn the cognitive skills and relevant knowledge applied to professional and business activity in International Markets.</li> </ul>
Course-specific contributions to AoL competency goals (CG 1 - 6)	<p><b>CG 2 introduced:</b> Students learn to compare and to apply the various international financial asset classes in a variety of countries.</p> <p><b>CG 3 introduced:</b> Transparency, Regulations, and financial ethics are presented and reflected upon as critical underlying principles for social responsibility and sustainable investment practices.</p> <p><b>CG 4 introduced:</b> Students analyse financial investment methods by mathematical models and learn to assess the financial impact and exposure of management decisions.</p> <p><b>CG 6 introduced:</b> The international financial decision-making system introduces digital business strategies with information technology database connected to new digital services.</p>
Content/ indicative syllabus	<ul style="list-style-type: none"> <li>- Different Asset classes, Risk vs Return and Analysis of investment projects: The various stages related to the analysis of investment projects.</li> <li>- CSR Assets (healthy and sustainable finance and its impact on performance and brand value)</li> <li>- Risk management and other relevant considerations in the investment assessment; Determine the minimum required return on the project, what criteria are used in the real environment to determine the feasibility of an investment project, the effect of financing on the different cash flows (Weighted average cost of Capital; Capital Asset Pricing Model).</li> <li>- Evolution and structure of the International Financial System: Main functions and objectives. Trusted transmitting mechanisms and the means to ensure liquidity and adjustment in international markets through financial institutions and financial ethics.</li> <li>- Financial Markets and Instruments: Debt, Equity, Currencies, Blockchain and Derivatives.</li> <li>- Hedging Techniques using Financial Tools for wise international financial decision making.</li> </ul>
Teaching and learning methods	Lectures, discussion of cases, presentations, student work in teams
Miscellaneous	Examination type is CA for this course (40% assignments and 60% final group presentation)
Indicative reading list	<ul style="list-style-type: none"> <li>– Bodie, Z., Kane, A., &amp; Marcus, A. (2019). EBOOK: Essentials of Investments: Global Edition. McGraw Hill.</li> <li>– Bodie, Z., Kane, A., &amp; Marcus, A. J. (2020). Portfolio management. Global Edition. McGraw Hill</li> <li>– Quiry, P., Le Fur, Y., &amp; Vernimmen, P. (2022). Corporate finance: theory and practice. John Wiley &amp; Sons.</li> </ul>

	<ul style="list-style-type: none"> <li>– Dimitropoulos, P., &amp; Chatzigianni, E. (Eds.). (2022). Corporate Social Responsibility and Governance: Stakeholders, Management and Organizational Performance in the European Union. Routledge.</li> <li>– Pennesi, F. (2022). The Regulation of Globalized Finance. In Equivalence in Financial Services (pp. 27-46). Palgrave Macmillan, Cham.</li> <li>– Garzik, L. (2022). Finance Capital, Market, and Policy. In Successful Innovation Systems (pp. 27-37). Springer, Cham.</li> <li>– Ajour El Zein, S., Consolacion-Segura, C., &amp; Huertas-Garcia, R. (2019). The role of sustainability in brand equity value in the financial sector. Sustainability, 12(1), 254.</li> <li>– Rudolf, K. O., Ajour El Zein, S., &amp; Lansdowne, N. J. (2021). Bitcoin as an Investment and Hedge Alternative. A DCC MGARCH Model Analysis. Risks, 9(9), 154.</li> <li>– Ajour El Zein, S., et al (2020). JP Morgan Bank Warns of Climate hit to Corporate Assets. Case Study, Fin2020, 1-8.</li> </ul>
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#### 4.4. Economic Policy

Module	VM 12
Semester	2-4
Duration of module	2 weekends plus online contact seminars
Type of module	Elective
Admission requirements	Completion of first semester modules
Level	Master/MBA
Module coordinator/ responsible professor	<u>Prof. Dr. Gerd Nufer</u> Building 17, Office 017, Tel.: 07121 271 6011 <a href="mailto:gerd.nufer@reutlingen-university.de">gerd.nufer@reutlingen-university.de</a>
Name(s) of lecturer(s)	<u>Prof. Dr. Bodo Herzog</u> Building 5, Office 108, Tel.: 07121 271 6031 <a href="mailto:bodo.herzog@reutlingen-university.de">bodo.herzog@reutlingen-university.de</a>
Language of instruction	English
Credits (ECTS)	3
Total workload and breakdown	90 hours

Contact hours	Block lectures on weekends and online contact seminars; in total 45 hours.
Examination/ type of assessment	PA/CA
Weighting of grade within programme	3/88
Learning outcomes	<ul style="list-style-type: none"> <li>• <b>Subject-specific competencies</b> The goals in my course are threefold: <ol style="list-style-type: none"> <li>1. Learning how to think logically and learning how to approach problems;</li> <li>2. Learning key concepts in modern economics;</li> <li>3. Learning how to analyse current economic issues.</li> </ol> </li> <li>• <b>Professional competencies</b> Students will engage in critical thinking and analyse issues with a global mind-set.</li> <li>• <b>Social competencies</b> Students will refine their oral and written communication skills, improve their ability to work in teams under time pressure and give and receive feedback from fellow students in a structured manner.</li> <li>• <b>Personal and practical competencies</b> Students will be involved in ongoing research projects. They will learn about research methodologies with a 'hands on' approach.</li> </ul>
Course-specific contributions to AoL competency goals (CG 1 - 6)	<p><b>CG 1 reinforced:</b> Class discussions about current economic issues as well as all course documents are in English.</p> <p><b>CG 4 reinforced:</b> Continuous problem-solving and dealing with complex and non-linear dynamics in economics.</p> <p><b>CG 5 reinforced:</b> Students can interpret quantitative economic and financial data and evaluate both forecasting approaches and economic theory.</p>
Content/ indicative syllabus	<ul style="list-style-type: none"> <li>• <b>Economic Policy-Making</b> Foundations of Economic Policy-Making Fiscal Policy vs. Monetary Policy</li> <li>• <b>Monetary Economics &amp; Central Banking</b> History of Central Banking European Economic and Monetary Union: Past, Present and Future The European Central Bank (ECB): Strategy, Target, and Instruments Reaction Function of Central Banks: In normal and crises times</li> <li>• <b>New Economic Thinking</b> The future of Central Banking</li> </ul>

	<p>The future of Trade: De-Globalization or Friend-Shoring?</p> <p>AI &amp; Machine Learning in Economics</p>
Teaching and learning methods	<p>Lectures: Interactive seminar-style lectures. We will create knowledge and understanding by discussing relevant economic issues.</p> <p>Cases/exercises will make sure that students get ample exposure to application of knowledge, making judgements and developing learning skills. The class will draw extensively on theory and real-world examples.</p> <p>Presentations will help students improve their communication skills both with a professional and an academic target audience in mind.</p> <p>Discussions will help students to react to current market developments in a very rapid manner to acquaint students with the speed of information processing in real financial markets.</p>
Indicative reading list	<p>I'll distribute various readings published by The Economist or similar. Moreover, we'll work with a state-of-the-art textbook and I'll distribute some seminal journal papers in the field. I'll announce at the beginning of the course the textbook and the other course materials (cf. available online at the course homepage or library).</p>

## 4.5. Individual Leadership Coaching

Module	VM 14
Semester	2-4
Duration of module	2 weekends plus online contact seminars
Type of module	Elective
Admission requirements	Completion of first semester modules
Level	Master/MBA
Module coordinator/ responsible professor	<p><u>Prof. Dr. Gerd Nufer</u></p> <p>Building 17, Office 017, Tel.: 07121 271 6011</p> <p><a href="mailto:gerd.nufer@reutlingen-university.de">gerd.nufer@reutlingen-university.de</a></p>
Name(s) of lecturer(s)	<p><u>Prof. Dr. Günter Bitsch</u></p> <p>Building 16, Office 111, Tel.: 07121 271 6031</p> <p><a href="mailto:guenter.bitsch@reutlingen-university.de">guenter.bitsch@reutlingen-university.de</a></p>
Language of instruction	German
Credits (ECTS)	3

Total workload and breakdown	90 hours
Contact hours	Block lectures on weekends and individual counselling in presence or online; in total 45 hours.
Examination/ type of assessment	PA/CA
Weighting of grade within programme	3/88
Learning outcomes	The course aims to reflect on student's personal development and shape it even in difficult situations. Students will be familiar with the fundamental theories of personal growth, as well as the theories of leadership development, and will be able to apply these in appropriate situations.
Course-specific contributions to AoL competency goals (CG 1 - 6)	<p><b>CG 4 reinforced:</b> Students evaluate and summarize the essential personal and leadership development concepts. Through intensive reflection on their personal development and leadership behaviour, students can understand and solve development and leadership problems. In addition, students can apply theoretical concepts to specific practical situations</p> <p><b>CG 6 reinforced:</b> Students can understand development and leadership issues based on the essential theories and design interventions to lead to the solution of the problem effectively</p>
Content/ indicative syllabus	<ol style="list-style-type: none"> <li>1. Conceptions of Man (Basic Psychological Theories)</li> <li>2. Counselling Approaches</li> <li>3. Theories of Personal Development</li> <li>4. Theories of Leadership and Leadership Development</li> <li>5. Self-Awareness and Reflexion</li> <li>6. Individual Leadership-Development</li> </ol>
Indicative reading list	<p>Recommended literature:</p> <ul style="list-style-type: none"> <li>- Stanier, M. B. (2018). The Coaching Habit: Wie Sie mit Fragen führen und dabei das Potenzial Ihrer Mitarbeiter entfesseln. Vahlen.</li> <li>- Whitemore, J., &amp; Gaskell, T. (2024). The Principles and Practise of Coaching and Leadership. 6th Ed. Nicolas Brealy.</li> <li>- Frankl, Viktor E. (2010). Trotzdem Ja zum Leben sagen: ein Psychologe erlebt das Konzentrationslager. Kösel.</li> <li>- Bradberry, T., &amp; Greaves, J. (2016): Emotional Intelligence 2.0: Erhöhen Sie Ihre Sozialkompetenz und verbessern Sie Ihre Kommunikation. mvgverlag.</li> </ul>