Management Skills Development: *Philosophical Foundations*
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Course: *MGT 370*
Title: *Management Skills Development* (3 units)

"There are five managerial roles; they are to set objectives, organize, motivate and communicate, measure, and develop people."
---Peter Drucker (1909-2005)

Purpose

The purpose of this document is to identify and acknowledge some of the philosophical foundations—the theoretical underpinnings—related to this course. Psychology (Industrial Organization) is important as well; however, those foundations are included in our textbook, often indirectly and occasionally directly. Psychology is a subject that requires empirical evidence. Philosophy is a subject that requires logic. Both subjects matter, of course, but CSUN students likely haven't taken a Philosophy course.

The references below are merely starting points. They can help management students reflect on learning that took place in a prior semester, and can help management students prepare for success in a subsequent semester.

Part I. — Principles of Management and Organizational Behavior

Developing Self-awareness
> Self-consciousness
> https://plato.stanford.edu/entries/self-consciousness/
> Self-knowledge
> https://plato.stanford.edu/entries/self-knowledge/
> Introspection
> https://plato.stanford.edu/entries/introspection/

Managing Stress and Well-being
> Stress
> https://thesmarterthinkingproject.com/manage-stress/
> Well-being
> https://plato.stanford.edu/entries/well-being/

Solving Problems Creatively
> Critical Thinking
> https://plato.stanford.edu/entries/critical-thinking/

Analogy and Analogical Reasoning
https://plato.stanford.edu/entries/reasoning-analogy/
Imagination
https://plato.stanford.edu/entries/imagination/
Four C's
https://en.wikipedia.org/wiki/Creativity#%22Four_C%22_model
Modes of Creativity (Irving Singer)
https://www.jstor.org/stable/j.ctt5hhjvs

Managing Conflict
Disagreement
https://plato.stanford.edu/entries/disagreement/
Reconciliation
https://plato.stanford.edu/entries/reconciliation/

Motivating Employees
Gain Central Capabilities (Nussbaum) (Capability Approach)
https://plato.stanford.edu/entries/capability-approach/
Avoid Risk
https://plato.stanford.edu/entries/risk/
Avoid Exploitation (and Vulnerability)
https://plato.stanford.edu/entries/exploitation/

Communicating Supportively
Semantic Concepts of Information
https://plato.stanford.edu/entries/information-semantic/
Pragmatics
https://plato.stanford.edu/entries/pragmatics/

Gaining Power and Influence
Authority
https://plato.stanford.edu/entries/authority/
Cicero
https://plato.stanford.edu/entries/ancient-political/#CicLif
Seneca
https://plato.stanford.edu/entries/seneca/

Building Effective Teams
Collective Intentionality
https://plato.stanford.edu/entries/collective-intentionality/
Formal Approaches the Social Procedures
https://plato.stanford.edu/entries/social-procedures/

Empowering and Delegating
Agency
https://plato.stanford.edu/entries/agency/

Respect
https://plato.stanford.edu/entries/respect/
Personal Autonomy
https://plato.stanford.edu/entries/personal-autonomy/
Personal Identity
https://plato.stanford.edu/entries/identity-personal/
Meaning
https://plato.stanford.edu/entries/meaning/
Trust
https://plato.stanford.edu/entries/trust/

Leading Positive Change
Happiness
https://plato.stanford.edu/entries/happiness/
Pleasure
https://plato.stanford.edu/entries/pleasure/
Hope
https://plato.stanford.edu/entries/hope/