



**MGT 4119: Leading Teams  
Fall 2026**

**Instructor Information**

Instructor: Ilya Gokhman, PhD  
Office Hours: Announced first day of call, or by appointment

**Course Description**

Working in teams is an integral part of organizational life. The purpose of this course is to prepare you to succeed as an effective leader, manager, and member of teams. As such, this course will introduce you to important theories, concepts, and frameworks that can be used to successfully identify the threats and opportunities teams face and improve team outcomes. It will also provide you with opportunities to design effective teams, implement effective team processes, and practice leading and managing teams. Class sessions will be comprised of interactive discussions, group activities, and case studies in order to highlight key applications of team research and to practice team leadership skills.

**Course Learning Outcomes:**

- Apply concepts, theories, and research on team effectiveness to critically analyze group processes and outcomes;
- Improve your own team leadership skills, including those related to communication, decision-making, and conflict management;
- Actively engage in self-reflection of your personality, skills, and experiences as an important and relevant predictor of effectiveness as a leader of teams in organizations; and,
- Develop confidence as a team leader, knowing that leadership happens everywhere in organizations (not just at the top) and that long-term effectiveness as a manager depends on the ability to lead others.

**Course Materials**

This course will explore various readings and cases. We will use Colin Fisher's *Collective Edge* as the primary text to frame our thinking.

Fisher, C. M. (2025). *The collective edge: Unlocking the secret power of groups*. Penguin Group. (available at the GT Bookstore, as well a numerous retailers).

This class also includes cases and articles for purchase from Harvard Business School Publishing. This coursepack link with the specific resources will be shared with students on the first day of class. The total cost of the coursepack will be under \$50

## **Grading Policy**

- A – 90% and above
- B – 80% to 89%
- C – 70% to 79%
- D – 60% to 69%
- F – Below 60%

In general, grades will not be rounded up. The only exception will be for students who show an exceptional enthusiasm for the course through class engagement.

## **Course Evaluation**

Grades will be computed by weighing your scores on each component of the course as follows:

- 1) Quizzes – 10%
- 2) Attendance & Engagement Grade - 10%
- 3) Simulation – 10%
- 4) Individual Midterm Quiz – 10%
- 5) Team Case Analyses – 15% (5% per case)
- 6) Team Final Leadership Project (Report, Presentation, and Learning Assignments) – 20%
- 7) Team Learning assignments – 5%
- 8) Individual Final Exam – 10%
- 9) Peer evaluation 1 – 5%
- 10) Peer evaluation 2 – 5%

## **Course Modality and Attendance Information**

The course requires a great deal of in-person functioning with your class team, so it is critical that you attend class, in-person, for each session. I do not record sessions and joining virtually does not count as attending.

Students are expected to come to class prepared by reading the assigned articles and engaging in class discussion. Class meetings are intended to serve as a forum for exchanging and discussing ideas. Our class will involve lectures, but a key ingredient for creating a learning environment is for students to contribute their insights, reflections, and questions. Students will be evaluated on their engagement on a four-point scale.

- 4: Excellent Contribution to Class
  - 3: Meaningful Contribution to Class
  - 2: Present and Attentive during Class
  - 1: Distracted or Distracting during Class
  - 0: Absent or Significantly Distracted or Distracting
- \* A student may receive a negative score if they grievously violate class norms or expectations

Only official institutional absences will be excused (see <https://studentlife.gatech.edu/resources/class-attendance>).

### **Attendance**

Class attendance and participation are integral to the class and are considered for grading purposes. Only official institutional absences will be excused (see <https://studentlife.gatech.edu/resources/class-attendance>).

### **Academic Integrity**

Georgia Tech aims to cultivate a community based on trust, academic integrity, and honor. Students are expected to act according to the highest ethical standards. Review [Georgia Tech's Honor Code](#) and the student [Code of Conduct](#).

Any student suspected of cheating or plagiarism will be reported to the Office of Student Integrity, who will investigate the incident and identify the appropriate penalty for violations.

### **Student-Faculty Expectations Agreement**

At Georgia Tech, we believe that it is important to strive for an atmosphere of mutual respect, acknowledgment, and responsibility between faculty members and the student body. The [Student-Faculty Expectations](#) articulate some basic expectations that you can have of me and that I have of you. Respect for knowledge, hard work, and cordial interactions will help build the environment we seek.

### **Accommodations for Students with Disabilities**

If you are a student with learning needs that require special accommodation, contact the [Office of Disability Services](#) (404-894-2563) as soon as possible to make an appointment to discuss your special needs and to obtain an accommodations letter. Please also e-mail me as soon as possible in order to set up a time to discuss your learning needs.

### **Student Well Being Resources**

Georgia Tech provides students a variety of service to support mental and physical well being. For information on these services, visit <https://students.gatech.edu/health-wellness-recreation>

### **Student Academic Success Resources**

A list of resources for undergraduate students' academic success and information about advising can be found at Success at Tech.

Academic Support: The Office of Learning and Academic Success Initiatives (a division of the Office of Undergraduate Education & Student Success, Academic Success & Advising) provides free support for your courses. Students can attend scheduled supplemental review (PLUS) sessions, stop by Drop-In Tutoring, or schedule a one-on-one appointment through Knack. To explore what options work best for you, please visit us online at [success.gatech.edu/tutoring](https://success.gatech.edu/tutoring), email us at [tutoring@gatech.edu](mailto:tutoring@gatech.edu), or come see us at Clough Undergraduate Learning Commons, Suite 283

### **Responsible Use of AI Tools**

You may use AI tools to brainstorm ideas, clarify concepts, for research, or refine grammar—but not to generate full or partial essays. All work you complete must reflect your own original thinking and voice. If you use AI in any part of your assignment, include a brief disclosure. Failure to disclose may be considered academic misconduct.