

MGT-404 Leadership Theories and Practices

Cr Hrs: 3.0

Course Description	
Students will be introduced to the history of Leadership Theory from the “Great Man” theory of born leaders to Transformational Leadership theory of non-positional learned leadership. The course will explore the knowledge base and skills necessary to be an effective leader in a variety of settings. Students will assess their personal leadership qualities and develop a plan to enhance their leadership potential	
Course Objectives	
<ul style="list-style-type: none">• Recognize and describe the types of leadership and the basis of each type’s authority• Identify the essential functions of leadership as an individual, in a group, and in society• Describe the role of “diversity” in group settings, and identify leadership behaviors that are effective in multicultural settings	
Learning Outcomes	
By the end of this course students should be able to:	
<ul style="list-style-type: none">• Reflect critically upon the applicability of leadership theories in the world today• Cite examples of effective leadership and evaluate leaders’ use of exemplary leadership skills• Identify attributes and skills in their own personal repertoire and understand the interplay of their skills with the skills of other leaders• Demonstrate effective interpersonal communication skills	
Required Course Material	
The textbook for this course is: Leadership: Theory and Practice, Peter G. Northouse 5th edition Additional Readings and Case Studies from Harvard Business Review, Harvard Business School. (will be supplied)	
Course Content (Weekly)	
Weekly breakdown is given below	
Week	Topic
1	Leadership Defined <ul style="list-style-type: none">• Ways of Conceptual Leadership• Definitions and Components
2	Leadership Described <ul style="list-style-type: none">• Trait vs. Process leadership• Assigned vs. Emergent Leadership• Leadership and Power• Leadership and Coercion• Leadership and Management

3	Trait/Skills Approach/ Emotional Intelligence and Leader styles
4	Situational and Style Approaches and Contingency Theory of Leadership
5	Discussion: Path Goal Theory of Leadership Leader Member Exchange Theory
6	Discussion: Assessment/ Gender and Leadership
7	Team Leadership Discussion and Case Study Exercise (Mt. Everest)
8	Systemic Leadership
	Mid Semester Exam
9	Transformational Leadership (Leaders, Managers and Power Wielders)
10	Panel Discussion: Leadership and future of business
11	Thomas Kilmann Conflict Mode Instrument Discussion
12	Leading Change Skills Self Assessment and Mapping Exercise
13	Psychology and Social Sources of Leadership
14	<ul style="list-style-type: none"> • Project Presentations
15	<ul style="list-style-type: none"> ▪ Project Presentations
16	<ul style="list-style-type: none"> • Final Examination