



Leadership (HRM-816)

National University of Sciences &
Technology

Course Details:

Course Title: Leadership

Course Code: HRM-816

Credit Hours: 3

Pre-requisite: (None)

Course Description:

The course on Leadership is a graduate level requisite leading onto the award of the degree of an Executive Master's degree in Business Administration. The course seeks to create awareness and linkage of academic research and practical aspects of Leadership. This course is designed to introduce leadership by focusing on what it means to be a good leader. Emphasis in the course is on the practice of leadership. The course will examine topics such as: understanding leadership; recognizing leadership traits; engaging people's strengths; understanding philosophy and styles; attending to tasks and relationships; developing leadership skills; creating a vision; establishing a constructive climate; listening to out-group members; handling conflict; addressing ethics in leadership and overcoming obstacles. Students will assess their leadership traits and skills to improve their own leadership performance. Students will learn how to communicate effectively (using written and spoken word, non-verbal language, electronic tools, and listening skills) to develop relationships, manage conflicts, and work across differences.

Course Learning Outcomes:

Upon completion of this course students will:

- CLO1. Develop an understanding of the concept of leadership, its evolution over the years, the key theories in the area and their implications for organizations and individuals
- CLO2. Compare different leadership styles and their relevance in diverse organizational contexts.
- CLO 3: Exhibit the ability to make holistic decisions
- CLO 4. Evaluate alternatives to address leadership issues and challenges in organizations.
- CLO 5. Develop professional presentations to effectively communicate arguments
- CLO 6. Design a term-paper/report using an appropriate academic writing style.

Program Goals & Learning Objectives:

Goal 1: Students will be capable of critical thinking

LO 1.1: Students will be able to solve problems with the application of business knowledge.

LO 1.2: Students will be able to evaluate competing decision criteria and alternatives

Goal 2: Students will demonstrate leadership skills

LO 2.1: Students will be able to develop the ability to lead and manage in teams

LO 2.2: Students will be able to make sound decisions

Goal 3: Students will learn to communicate effectively

LO 3.1: Students will be able to communicate effectively in oral presentations

LO 3.2: Student will be able to create professional reports

Goal 4: Students will deal with the ethical dilemmas that arise in a business environment

LO 4.1: Students will be able to identify ethical concerns emanating from a business situation

LO 4.2: Students will be able to apply ethical guidelines to address business problems by examining a set of alternatives

Mapping - CLOs with LOs

Learning Objective	LO 1.1	LO 1.2	LO 2.1	LO 2.2	LO 3.1	LO 3.2	LO 4.1	LO 4.2	Evaluation Item
CLO 1	•								Final Exam
CLO 2		•							Lectures
CLO 3			✓						Hands on activity (Tallest Tower)
CLO 4				✓					In class experiential 4
CLO 5					•				Class presentations
CLO 6						•			Class reports

Legend: ✓ indicates mapped and assessed CLO, • mapped but not assessed and x unmapped CLO.

Required Course Material:

Textbook (s): Course pack readings.

- Primary Textbook Leadership: Theory and practice / Peter G. Northouse. -- 7th ed.
- HBR Cases and articles; all relevant material to be provided in a course folder as PDF files.

Any other material, to be prescribed from time to time

Course Evaluation:

Grading will be done as per NBS criteria. The breakup of the grade points is as follows:

Final Exam	30%
Case Study	35% (10 % + 10%+ 15 %)
In-class experiential group	35% (8+8+9+10)

Weekly Schedule:

Course Content (Weekly)

Week	Lecture Topic	Reading	Aligned CLO
1	Session 1 Leadership Defined	Chapter 1. Introduction (Northouse)	Develop an understanding of the concept of leadership, its evolution over the years, the key theories in the area and their implications for organizations and individuals CLO1
2	Session 2 How does the trait approach work	Chapter 2. Trait Approach (Northouse)	Compare different leadership styles and their relevance in diverse organizational contexts. CLO2
3	Session 3 Three-Skill Approach	Chapter 3 Skills Approach (Northouse)	Compare different leadership styles and their relevance in diverse organizational contexts. CLO2
4	Session 4 Servant Leadership	Chapter 10 Servant Leadership (Northouse) David Neeleman: <u>Case on Flight Path of a servant Leader</u>	Develop an understanding of the concept of leadership, its evolution over the years, the key theories in the area and their implications for organizations and individuals CLO1
5	Session 5 Psychodynamic	Chapter 12 Book chapter, metaphorical interpretation of the underlying human condition in the cartoon classic Pinocchio . Video + Case study	Develop an understanding of the concept of leadership, its evolution over the years, the key theories in the area and their implications for organizations and individuals CLO1
6	Session 6 D. Making	Decision making under pressure: <u>Case On Mann Gulch Fire</u>	Compare different leadership styles and their relevance in diverse organizational contexts. CLO2
7	Session 7 D. Making	Decision Making under pressure: <u>Case on STS Columbia</u>	Develop an understanding of the concept of leadership, its evolution over the years, the key theories in the area and their implications for organizations and individuals CLO1
8	Session 8 Simulation In class experiential 1	<u>Leadership Simulation: Patient Zero</u>	Exhibit the ability to make holistic decisions CLO 3
9	Session 9 Simulation In class experiential 2	<u>Live Case Simulation: Move Leadership Performance</u>	Exhibit the ability to make holistic decisions CLO 3

10	Session 10 In class experiential 3	Simulation	<u>Leadership Under High Pressure</u>	Exhibit the ability to make holistic decisions CLO 3
11	Session 11 In class experiential 4	Simulation	<u>Columbia's Final Mission V2</u>	Exhibit the ability to make holistic decisions CLO 3
12	Session 12	Activity	Building The tallest Tower: Team Work	Exhibit the ability to make holistic decisions CLO 3
13	Session 13	Guest Speaker	Leading in the Corporate Sector	Compare different leadership styles and their relevance in diverse organizational contexts. Compare different leadership styles and their relevance in diverse organizational contexts. CLO 2
14	Session 14	Guest Speaker	Leading In the Corporate Sector	Compare different leadership styles and their relevance in diverse organizational contexts. CLO 2
15	Session 15	Guest Speaker	Leading In the Corporate Sector	Compare different leadership styles and their relevance in diverse organizational contexts. CLO 2
