

SUBJECT (MODULE) DESCRIPTION

The name of the academic subject (module)	Code
Leadership and Change Management	

Staff	Division
Coordinator: Management Program Study Committee Other(s):	Faculty of Economics and Business Administration

Cycle of studies	Type of the subject (module):
Ist (Bachelor)	Compulsory

Form of implementation	Period	Language of instruction
Face-to face at class	Fall	English

Requirements for student			
Prerequisites: Management		Additional requirements (if any): -	
Volume of the subject (module) in credits	Total student's workload	Contact hours	Individual work hours
5	130	48	82

Purpose of the course unit (module): programme competences to be developed		
<p>Based on the goal of the Management program - to prepare qualified management specialists who know the management and development of organizations, institutions and other social systems and who are able to constructively apply this knowledge and suitable research methods and tools in their professional activities in the conditions of international integration of organizations and globalization of markets, this subject aims to get to know the leadership of organizations paradigms, to be able to analyze strategic management and change management processes and their social and psychological aspects at the level of manager-leader and employee-follower.</p>		
Learning outcomes of the course unit (module)	Teaching and learning methods	Assessment methods
<p>-Will understand the leadership process, which has many dimensions and is examined in many contexts, will get acquainted with the development, transformation and expression of leadership theories in change management.</p> <p>-Will learn the theoretical foundations of leadership in the environment of implementing innovations and implementing changes, will be able to apply the skills of scientific analysis, assessing practical problems of strategic management, communication and cooperation between leaders and followers, and management of complex situations.</p> <p>- Will be able to make reasonable management and leadership decisions during innovation and/or change implementation processes, taking into account psychological aspects: employee behaviour in situations of innovation and change, resistance to change, counselling, motivation.</p>	<p>Lectures (problem-teaching) with demonstration of visual material.</p> <p>Preparation, analysis and presentation of leadership and change implementation aspects.</p> <p>Group work.</p> <p>Discussions, case studies.</p>	<p>Test in writing, evaluation of presentation, seminars' assignments.</p>

Themes	Contact hours							Individual work: time and assignments	
	Lectures	Consultations	Seminars	Practical classes	Practical classes	Lab works	Practice	Total contact hours	Independent work
Concept of leadership phenomenon (definition of leadership; leadership and power; leadership and coercion; process of interaction between leader and followers).	2							2	4
									Individual analysis of scientific and

Development of formation of leadership theories (overview of leadership theories; evaluation, generalization; philosophy of leadership and management).	2						2	4	methodical literature (detailed information is verified in each topic pdf file, available for students). Tear-out questionnaires, presentation of results, interactive discussions, dealing with practical situations.
Identifying management and leadership (differences between leadership and management; leadership myths; autocratic tyranny; toxic leadership).	4		2				6	4	
Trait theories (leader's traits and personal attributes; exaltation of leadership).	2		2				4	4	
Skills theories. The concept of leadership as competence. The need for leadership competence in the context of an individual career.	2		2				4	6	
Leadership style theories (Blake and Mouton grid of managers (leaders). Team leadership. Coaching.	2		2				4	10	
Cohesive leadership. Sacrifice Syndrome; renewal cycle. Culture and leadership.	4						4	10	
Strategic information and knowledge management. Strategic leadership.	2		2				4	10	
Knowledge and innovation leadership. Leadership risk and change management.	4		2				6	10	
Psychological aspects of change implementation: employee behavior in change situations, resistance. New management paradigms and leadership.	4		2				6	10	
Expression of leadership in the context of global business. Transactional leadership; transformational leadership. Transformation of leadership styles in a multicultural business environment.	4		2				6	10	
Total:	32		16				48	82	

Assessment strategy	Share in %	Time of assessment	Criteria of assessment
Individual – Group Work – seminar presentation	30%	At seminars during the course	Ability to analyze, assess the situation and propose solutions, presentation skills.
Final Exam	70%	Exam session	Theoretical knowledge and ability to apply knowledge in practice. Each answer is graded on a 10-point scale, where 0 means no answer; 10 - Excellent answer. The exam grade is calculated using the simple arithmetic mean, adding up the scores of all questions and dividing by the number of questions.

Author	Published in	Title	Volume of a periodical or publication	Place of publishing, publishing house, or Internet reference
Compulsory literature				
Northouse Peter G.	2018	Leadership: theory and practice	8 th edition	Download: pdf online: https://studydaddy.com/attachment/146554/Peter_G._Northouse_Leadership_Theory_and_Practiz-lib.org.pdf
Kotter J.	2012	Leading Change		Harward Business Review Press
Supplementary literature				
Parnell J. A.	2013	Strategic Management: Theory and Practice	4 th edition	Sage Publications Inc.