

Leadership, Power and Influence

Course Objectives

The objective of this course is to enable the students to develop competence to lead a business organization through good and bad times to success. It also aims at familiarizing students with the research output in the area of Leadership.

Syllabus

The syllabus covers Leadership general aspects, various approaches, Values of the leader and its impact, Personality of the leader, Methods of influencing people, power and politics and essential leadership processes competencies. Expected Outcome

At the successful completion of the course the students will develop leadership quality required in a business organization. It will enable the students to assess their own and others value orientation and leadership style. It will also develop leadership process competencies required for a successful leader.

References

1. Northouse, P. G. Leadership: theory and practice, fifth edition, Sage Publications, New Delhi
2. Daft, R L.. Leadership. Cengage learning India private limited, New Delhi.
3. Dorfman, P W, Mobley W. Advances in Global Leadership. Emerald Group Publishing
4. Kouzes, J. M., & Posner, B. Z. The leadership challenge (Vol. 3). John Wiley & Sons.
5. Lubar K, Halpern B L. Leadership Presence. Penguin Plubishers
6. Pedler, Mike, Burgoyne, John, Boydell, Tom , A Manager's Guide To Leadership. McGraw-Hill Education (UK), 01-Jun-2010
7. Yukl, G. A.. Leadership in organizations. Pearson Education India.
8. Burns, J M, . Leadership: New York: Harper and Row.
9. Ciulla, J B.The Ethics of Leadership. Belmont: Thompson Learning
10. Rost, J.C. Leadership for the twenty- first century, New York: Preager.

Course Plan

I Leadership - Definition of Leadership, Leader vs. Manager, Trait Approach to Leadership, Behavioral/style Approach to Leadership, Situational Approaches to Leadership, Emerging Leadership approaches-Transformational, Servant, Team, Psychodynamic and Emergent

First Internal

II Leadership and ethics - values at a personal level, organizational level, Value-Based Decision Making, Approaches to Ethics Management, The Moral Development of Organizations, Cultural and Team Manifestations

III Stewardship –Governance and Leadership – Ensuring rational result- Collective Serving vs. A Self-Serving Agent. Risk- Break-Even Analysis – Organizational views on risk Trust-Vulnerability, and Performance, Important Characteristics Crisis handling -Crisis Management - Business Continuity Team, Immediate Response - Physical Crisis, Reputational Crisis Accountability -Taking Inventory of readiness and motivations, Detecting and integrating patterns in the Environment

Second Internal

IV Influence- Styles of Influence, Unethical Influence Styles Organizational politics. The forms of power, Leadership and organizational learning and adaptation, Woman Leadership

V Decision Making Frameworks, Skillful Discussion, Team building, Focusing, Storytelling, System Thinking Models Driving Accountability, Engaging People, Empowering people Building Personal Strengths, Problem Solving Skills

Final examination