Programme: MMS Semester: II   Period: July 2022 – October 2022
Course Code : MMS-C214
Name of the subject: Developing Teams and Effective Leadership
Maximum marks: 100 (60+40)   No. of Sessions: 13 (Total 40 hrs)
Name of the Faculty: Himanshu Vishnoi
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Program Outcomes (PO)	Course Outcomes (CO)
1. Apply knowledge of management theories and practices to solve business problems. 2. Foster analytical and critical thinking abilities for data-based decision making. 3. Ability to develop Value-based Leadership. 4. Ability to understand, analyze and communicate global, economic, legal, and ethical aspects of business. 5. Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment. 6. Ability to develop entrepreneurial skills keeping in mind socially-sensitive and innovative approaches.	1. RECALL the Basic Concepts of Developing teams and Effective Leadership 2. DEMONSTRATE an understanding of the need and importance of Developing Teams and Effective Leadership by interpreting and stating main ideas of Team building and Leadership skills. 3. APPLY acquired knowledge to develop and reinforce Team building/managing and Leadership skills. 4. ANALYSE the use of different Team building models, Team managing and Leadership skills and traits of effective Leader in business environment 5. EVALUATE various ideas required to provide better solutions to the challenges/conflicts faced by Teams and Leaders in business situations. 6. CREATE a Road map (Action plan with time frame) to build & reinforce skills for Leadership mind-set.

Text Books:
1.   Management – Hellriegel, Slocum and Jackson
2.   Leadership Theories - Composite

Reference Books:

1.   Leadership – Warren Bennis
2.   Organizational Behaviour - Ashwathapa
3.   Personnel Management – Arun Monappa

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A. Plan:

Sess-ion No.	Planned Date	Topic	Ref. Study Material	Course Outcomes
1	01/07/22	Team Development - Making the Team	The Power of a Positive Team by Jon Gordon	CO1 and CO2
2	08/07/22	TRM - Team Relationship Management	The Power of a Positive Team by Jon Gordon	CO2 and CO3
3	15/07/22	Managing Team Challenges	Building Conflict Competent Teams by Craig E. Runde	CO2 and CO3
4	22/07/22	Power of Self-Awareness	Insight by Tasha Eurich	CO1, CO2 and CO4
5	29/07/22	Leading through Influence	How to Win Friends & Influence People by Dale Carnegie	CO1 and CO2
6	05/08/22	The mind-set of a Leader	Mind-set by Dr. Carol S Dweck (Ch. 5)	CO1, CO2, CO3 and CO4
7	12/08/22	Decisive and Motivational Leadership

Mid-term Test | Decisive by Chip Heath and Motivate to Win by Richard Denny | CO1, CO2 and CO3 |
8	19/08/22	Leading with Vision	The Science of Success by Charles G. Koch	CO1 and CO3
9	26/08/22	Cracking Creativity & Design Thinking	Creative Confidence by Tom Kelly & David Kelly	CO2, CO5 and CO6
10	02/09/22	Effective Time & Stress Management	First Things First by Stephen R Covey	CO1, CO2 and CO4
11	09/09/22	Leading with Emotional Intelligence

Team Building Activities & Games | Emotional Intelligence by Daniel Goleman | CO1 and CO2

CO3 and CO4 |

12	16/09/22	Leading from Anywhere (Virtual Teams)	Remotability by Russ Hill, Jord Jones	CO1 and CO2
13	23/09/22	Presentations by Students on Assignment	Assignment - Create a Road map (Action plan with time frame) to build & reinforce skills for Leadership mindset	CO6

B. Practical Approach: Other activities

	Activity Name	Topic Covered	Learning Outcomes	Source
1	Case study	Short case studies in all topics	To give students the real perspective of the topics through cases	Ref. books, HR magazines and HBR
2	Academic Projects	-	-	-
3	Group Discussion/Extempore sessions	Decisive & Motivational leadership, Effective Time & Stress Management and Leading from Anywhere (Virtual Teams)	To evaluate student's perspective for the said topics and it improves their thinking, listening, speaking skills & enhances confidence level. It is an effective tool in problem solving, decision making and personality assessment	Ref. books, HR magazines and HBR
4	Role Play	Team Development – Making the Team and Leading with Emotional Intelligence	To help students to apply content in a relevant & real World context. It is a good tool for engaging students and allowing them to interact with their peers as they try to complete the task assigned to them in their specific role	Ref. books, HR magazines and HBR
5	Industry Visit	-	-	-
6	Business Quiz / Business News sharing	At the end of every session	To evaluate the effectiveness of the understanding of the concept taught	MCQ developed
7	Videos / Simulation	Short videos in all topics	To make students understand the concept by watching the videos, which will be more effective	You-tube
8	Use of Software & Labs	-	-	-
9	Any other activity	Team Building activities Individual Presentation by Students on "Road map to create Leadership mind-	To help students to connect with other peers. Improve collaboration, motivation, creativity, communication & efficiency To create action plan with specific time-lines to achieve the Leadership mind-set by adopting the learnings during the whole course & then present it.	Ref. books & You-tube

		set"		

C. **Pedagogical Initiative adopted:**

1. Use real and relevant examples from the Industry for better understanding of topics.
2. Use small relevant videos of successful leaders & TED Speakers for effective learning and improve students' communication skills.
3. Use Team building activities/games to collaborate & creatively solve the given challenging tasks.
4. Asking one student to share one relevant business news in every class will help them to be aware of current developments and challenges in the business world.
5. Ask students to make effective small videos/reels for the Social media channels on the course related topics/learnings will enhance creativity skills & improve their understanding of the topics.

D. **Industrial sector focused through the course:**

Developing Leadership mind-set with team building and managing skills will help the students to enter and be successful in any organization/industrial sector.

E. **Types of job profile available in the sector:**

Entry level positions like Executive, Asst. Manager etc. in any organization/industrial sector.

F. **Skill sets for the given job profiles as learning outcomes of the course:**

Team building & managing skills

Leadership skills with growth mind-set

G. Gap identified from University Curriculum:

S. no.	Gap Identified	Action taken to bridge the gap
1	Leading with empathy and handling emotions of self & others is a desired skill in today's uncertain & competitive business world	Included the topics in the TLP
2	Creativity, Innovation & Design thinking is the most sought skill for the developing Start-up organizations.	Included the topics in the TLP

Prepared by: Himanshu Vishnoi
Faculty

Approved by:
Specialisation Head

Date: 24ᵗʰ June 2022

Date:

Execution:

Session No.	Planned Dates as per TLP	Planned Topic/ Contents as per TLP	Course Outcomes (Write Number)	Actual Date	Actual Topic / Content covered	Number of Students Present	CR Signature Remark with Deviation (If Any)
1							
2							
3							
4							
5							
6							
7							
8							
9							
10							
11							
12							
13							

Evaluation:

Component	Details	Marks
Attendance	Mandatory	5
Class Room Participation	Mandatory	5
Mid Term Test	Mandatory (MCQ & Descriptive)	10
Presentations	Mandatory	10
Case Studies	Mandatory	10
Final Exam	Mandatory	60

Comments / Suggestions / Recommendations:

Course syllabus needs to be updated every two years to review and include the skill sets required to counter the challenges of changing business and economic situations.

Suggestions (if any) to students on subject related Certificate/Diploma or Add-on program: -

Certificate in Leadership online course of 3 months duration by National School of Leadership, Pune.

Signature of Faculty   **Signature of Co-ordinator**

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