**IMBA 6031 Leadership and Organizational Behavior**

**Course description and objectives:**

Today’s business environment demands that organizations be innovative, flexible, adaptive, and capable of maximizing the contributions of all their members. This course focuses on the challenges associated with leading organizations effectively in increasingly complex, global, and dynamic business environments. Specifically, the course is designed to develop and sharpen participants’ knowledge and skills in the “macro” and “micro” aspects of managing organizational behavior. The course is meant to be a survey course, and as such will cover a wide range of topics within organizational behavior and theory, with a strong emphasis on global issues within the topics. The primary instructional method used in this course is case analysis, which is combined with lectures, exercises, and other pedagogical tools.

# Course Materials

A course pack of cases and readings will be used in the course. Additional materials will be handed out in class.

**Grading:**

Class discussions are at the core of the learning in this course. The discussions will cover the readings and cases listed in the schedule of classes, as well as any conceptual material presented in lectures.

Group case write-ups: 30%

Group organizational analysis report: 20%

Final exam: 30%

Class participation: 20%

**Topics**

Structuring Organizations for Optimal Performance

Developing and Maintaining Organizational Culture

Aligning and Motivating Employee Effort

Leadership in Organizations

Leading and Managing Teams

Managing Organizational Change