

Module Description: Bachelor and Masterlevel

1.	Module Code	PBM-25
2.	Module Title	Leadership: Theory and Practice
3.	Module Coordinator	Prof. Dr. Christine Hunner-Kreisel
4.	Teaching Staff	M.Sc. Javid Jafarov
5.	<p>Competences</p> <p>“Knowledge and Understanding”</p> <p>“Skills”</p>	<p><u>After completing the module students have acquired</u></p> <ul style="list-style-type: none"> • broad understanding of what leadership means and critical approaches to the concepts on whether leaders are born or made • Understanding of core differences between leadership and management: less control, more inspiration • broad knowledge and critical approach to leadership models • Understanding of the role of motivation and emotional intelligence within organization from a leadership aspect • deep understanding of an organizational culture and how to build and maintain a culture for all within organization/workplace • broad understanding of how to cope with conflict within organization/workplace using the advantages (e.g. Power) as a leader • Understanding of the principals of ethical leadership <p><u>Students are able to</u></p> <ul style="list-style-type: none"> • challenge traditional concepts of 'leaders' and 'leadership' pointing to new, more comprehensive and contemporary models of leadership • critically evaluate different leadership models with their strengths and weaknesses • assess leadership skills to create opportunities and lead a successful team • discuss possible ways to create organizational culture fostering teamwork, motivation and success • propose possible solutions to complex and uncertain situations in organization/workplace from a leadership aspect • have a critical discussion on the concepts (e.g. Emotional Intelligence, Power) related to leadership • discuss possible ways to apply theory and knowledge to real-life organizational challenges
6.	Content	<ul style="list-style-type: none"> • Leadership: Person or Practice ? • Distinguishing the concept of leadership from the concept of management and administration • Leadership Models (e.g. Transformational Leadership or Authentic leadership) and their applications • Organizational culture and success • Building and leading a team • Motivation and Individuals • Power and conflict within organization/workplace

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		<ul style="list-style-type: none"> Emotional intelligence and its importance for a leader 				
7.	Selected Literature ¹	<p>Iszatt-White, M and Saunders, C (2017) Leadership, Oxford: Oxford University Press</p> <p>Northouse, P. G (2015) Leadership: Theory and Practice, London: Sage</p> <p>Schedlitzki, D and Edwards, G (2017) Studying Leadership: Traditional and Critical Approaches, London: Sage.</p> <p>Schein, E. H and Schein, P (2017) Organizational Culture and Leadership, New Jersey: John Wiley & Sons, Inc.</p> <p>Yukl, G (2012) Leadership in Organizations, Essex: Pearson</p>				
8.	Courses (hours per week)	PBM-25 Leadership: Theory and Practice (SE) (4 hrs. per week)				
9.	Required Prerequisites <i>according to examination regulations</i>	none				
10.	Recommended Prerequisites	none				
11.	Rotation Schedule	annual (as needed)				
12.	Offered in (Winter/Summer Semester)/ Recommended Semester of Study	Winter Semester				
13.	Form of Assessment <i>according to examination regulations</i>	Presentation				
14.	Workload	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;">contact hours: 56</td> <td style="width: 50%;">overall workload: 180</td> </tr> <tr> <td>self-study: 124</td> <td>credit points: 6 CP</td> </tr> </table>	contact hours: 56	overall workload: 180	self-study: 124	credit points: 6 CP
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15.	Applicability of Module	Profilierungsbereich Bachelor, Profilierungsbereich Master				
16.	Further Information (e.g., registration, maximum number of participants ²)	According to § 4 of the examination regulations Prüfungsordnung Profilierungsbereich students can neither claim provision nor regular repetition of the modules in the Profilierungsbereich.				