

Syllabus
HRM2221 Leadership
 Sonja Kirschner
 Summer Semester 2024

Level	Bachelor	
Credits	3	
Student Contact Hours	2	
Workload	90 Hours	
Prerequisites	<p>English language skills:</p> <p>This course will be taught in English and you are expected to read, write and discuss in English. Please be aware that you are not required to speak “perfect” English and we will not worry about any grammar or vocabulary mistakes! However, you are expected to learn the leadership terminology and you should only sign up for this class if you are willing and able to express your thoughts in English – it is perfect practice for your future work life in international organizations!</p>	
Time	Further information on Moodle/LSF	
Room	Further information on Moodle/LSF	
Start Date	Further information on Moodle/LSF	
Lecturer	Name	Sonja Kirschner
	Office	n.a.
	Virtual Office	n.a.
	Office Hours	Please use E-Mail
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Summary

Leadership is a concept we are confronted with every day, either in the role of a team member or in the role of a formal or informal leader. You might have experienced informal leaders in study groups you belong to, you might have been confronted with excellent or “to-be-improved” leadership during your internship, you might have felt the effects your behavior as a team-member has on the leader in class or you might have assumed leadership roles in your personal life, e.g. in sports settings. In any case: how we act in these roles has a significant impact on our lives, careers, working relationships and the organizations we work in. Becoming knowledgeable about different concepts and perspectives on leadership will support you in creating a positive impact in these roles.

In this interactive lecture you will learn about different and central concepts and theories of leadership and management. We will discuss these theories based on your own experiences and critically appraise the different approaches. The class will conclude by applying your knowledge to case studies and by looking at current hot topics in the art and science of leadership, such as diversity, leadership in virtual settings, and others.

Outline of the Course

- Part I: Introduction to leadership
 - What is leadership?
- Part II: Theoretical foundations of leadership
 - Most influential leadership theories
- Part III: Leadership Tools
- Part IV: Hot topics in leadership
 - Selected current trends:
 - Leading in a VUCA-world
 - Diversity
 - Leading different generations
 - Leadership in virtual settings

Course Intended Learning Outcomes and their Contribution to Program Intended Learning Outcomes / Program Goals

Program Intended Learning Outcomes	Course Intended Learning Outcomes	Assessment Method
After completion of the program the students will be able to	After completion of the course the students will be able to	Written Exam
		100%
		Individual
1 Expert Knowledge		
1.1 ... demonstrate their distinguished and sound competencies in General Business Administration.	... acquire basic knowledge of the tasks of managers and the process of leadership and, in preparation for the internship semester, basic knowledge of self-leadership and the role and responsibility of the person being led.	X
	... discuss classical and current leadership theories and current specific leadership topics.	X
	... outline the criteria of ethical leadership.	X
2 Digital Skills		
3 Critical Thinking and Analytical Competence		
4 Ethical Awareness		
5 Communication and Collaboration Skills		
5.1 ... express complex issues effectively in writing.	... to express complex issues effectively in writing within the written exam.	X
6 Internationalization		
6.3 ... successfully demonstrate awareness of cross-cultural differences.	... to understand the challenges of leading in international settings.	X

Teaching and Learning Approach

Input from the lecturer will be followed by in depth group work. You will be asked to assume different roles during the group work, this also includes leading different group sessions and presenting the results of your work to other groups. Additional there will be analysis of case studies.

Literature and Course Materials

Recommended Reading:

Northouse, P. G. (2021): Leadership: Theory and Practice, 9th Edition, Los Angeles: Sage Publications.

Yukl, G. A. (2013): Leadership in Organizations, Global Edition, 9th Edition, Boston: Pearson ELT.

Supplementary Reading:

In-depth readings and case studies will be provided during the class. Students are required to work through these texts between the class sessions.

Assessment

1. Active participation in the class sessions is the prerequisite for enrollment in the final exam. Please check your availability for the class sessions before your signing up for the class.
2. Written exam bundling the two courses “Leadership” and “Organizational Behavior”. Duration: 90 minutes.

Code of Conduct for Online Teaching

[Link to the Code of Conduct for Online Teaching](#)