

M.Sc. Saskia Fröhlich
Studiengang Personalmanagement (B.Sc.)



Syllabus

zur Lehrveranstaltung „Leadership“ (HRM 3101)
als Teil des Moduls „Wahlpflichtfächer Personalmanagement“ (HRM 3110)

Please read this syllabus carefully and feel free to contact me if you have any remaining questions.

Course: HRM 3101, 2 SWS, 3 Credits (= 90 hours workload),
class will be taught in English; **Level: Advanced**.

Course schedule:

This course will be taught in a semi-blocked format, most of the time in 3hr-sessions. See LSF.

Course overview

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 leader roles in your private 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, virtual leadership, and others.

Course content

- **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 Gen Y
 - Virtual Leadership

Learning Objectives

Upon completion of this course, the students will have...

- acquired broad knowledge of classic as well as contemporary leadership theories
- gained in depth knowledge in specific leadership topics
- gained experience in working with scientific texts
- critically reflected various perspectives on leadership

Course Contributions to the Program Goal

The learning objectives contribute to goal „7.1 Save and proficient knowledge“.

Course Format

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. Additionally there will be analysis of case studies.

Prerequisites

English language skills:

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!

Credit requirements

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. Final Examination („Klausur“).
Please be aware that the exam will be in English as well and will consist of questions in different formats.

Literature

Core Reading:

Northouse, P. (2019). *Leadership* (8. ed.). Sage: Los Angeles.

Yukl, G. A. (2013). *Leadership in organizations* (8. ed., global ed.). Boston: Pearson.

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.

Instructor

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If you have any suggestions for improving the course or if you have any concerns, please feel free to contact me.