

## Leadership

Academic Year: ( 2020 / 2021 )

Review date: 10-07-2020

Department assigned to the subject:

Coordinating teacher: MELERO MARTIN, EDUARDO

Type: Compulsory ECTS Credits : 3.0

Year : 1 Semester :

## REQUIREMENTS (SUBJECTS THAT ARE ASSUMED TO BE KNOWN)

No requirement

## OBJECTIVES

This course is focused on examining leadership theory emphasizing on the development of leadership and interpersonal skills through self-assessment cases and exercises.

It will cover the impact of emotional and social intelligence applied to leadership on the team development and performance.

With this course, participants will improve as a leader in different aspects:

- leading personal and professional life: setting targets, vision, goals
- organize teams and people: team building, change management, conflict solving and motivation.
- improve communication skills: Influence, effective feedback, conflict resolution, creative thinking, evaluation, and interpersonal skills.

## DESCRIPTION OF CONTENTS: PROGRAMME

Outdoor Getafe: Teambuilding, Leadership and Teams, Characteristics of Teams & Virtual Teams, Key Competencies of a Team Leader, Leading a virtual team: Phases. Different Social Styles in a Team, Practical cases.

## Class 1: Emotional Intelligence applied to Leadership

What is Emotional Intelligence

Understanding how emotions impact on our behavior

Emotional Competence Framework

## Class 2: Conflict Management and Negotiation

Conflict and its resolution in organizations

Distributive and Integrative Negotiation

Conflict Management/Negotiation Styles

Negotiation phases and best practices

Case study role plays

## Class 3: Setting Goals and Feedback

Setting goals to the team - SMART Goals

How to give effective feedback ¿ DESC script

The and how to give feedback to each of them.

Practical cases

## Class 4: Situational Leadership - Ken Blanchard

What is Situational Leadership

Test of Leadership Style

The Leader-Coach

## Class 5: Change Management

The 8 Steps in Change Management - John Kotter

Managing Change

Class 6:

Team Presentations  
Written Exam

#### LEARNING ACTIVITIES AND METHODOLOGY

Classroom teaching methods will include lectures, movies, class discussion, videos, oral presentations, written assignments, group projects...

#### ASSESSMENT SYSTEM

Class Participation: 25%

Final Presentation: 25%

Final written exam: 50% (this will include theoretical and case questions).

<b>% end-of-term-examination:</b>	50
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<b>% of continuous assessment (assignments, laboratory, practicals...):</b>	50
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#### BASIC BIBLIOGRAPHY

- Bruce J. Avolio, Fred Walumbwa and Todd Weber Leadership: Current Theories, Research and Future Directions, Annual Review of Psychology, 2009
- Richard Boyatzis and Annie McKee Resonant Leadership, Harvard Business School, 2005
- Stewart D. Friedman Total Leadership: Be a Better Leader, Have a Richer Life, Stewart D. Friedman, 2008