

## Leadership

Academic Year: ( 2023 / 2024 )

Review date: 04-05-2023

Department assigned to the subject: Business Administration Department

Coordinating teacher: MELERO MARTIN, EDUARDO

Type: Compulsory ECTS Credits : 2.0

Year : 1 Semester : 2

## 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

Class 1: Applied behavioral economics to uncover the hidden forces on decision making processes

Online assessment to diagnosis corporate cultures

Logbook of self-observation

Class 2: Overcoming the immunity to change in individuals, teams and organizations

Examples and Framework for self-reflection

Class 3: Leadership skills to face uncertainty

Business case studies: how to achieve Authenticity, Empathy and Vision?

Workshop to apply the skills of an innovative leadership

Class 4: Creative and critical thinking

Lateral and Vertical thinking ¿ Edward de Bono

Role Plays to practice constructive divergence and feedbacks

Class 5: Strategic Thinking

Tools and techniques from business consultancy companies

Class 6: Professional archetypes

Test your archetype (Team formation with complementary skills and motivations)

Role Plays in a process decision gaming (conflict solving, negotiation, communication, divergence, etc.)

Class 7 & 8: Applying leadership skills in a real project (in group) ¿ The final project Part 1:

Entrepreneur skills: unlocking the challenge to a given problem

Fieldwork: desk research

Workshop session

Class 8 & 9: Applying leadership skills in a real project (in group) ¿ The final project Part 2

Entrepreneur skills: the Ideating the solution, feedback, and prototyping

Fieldwork: shadowing

Workshop session

Class 10: Selling your project ¿ Pitch presentation (in group) to jury members (to be defined)

## LEARNING ACTIVITIES AND METHODOLOGY

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

## ASSESSMENT SYSTEM

Class Participation (level of interaction and interest): 20%

Individual assessment: 40%

Project (group): 30%

Collaborative teamwork attitude: 10%

<b>% end-of-term-examination:</b>	0
<b>% of continuous assessment (assignments, laboratory, practicals...):</b>	100

## BASIC BIBLIOGRAPHY

- Daniel Kahneman Thinking, Fast and Slow, Penguin Group, 2002
- Edward de Bono lateral Thinking: Be more creative and Productive, Penguin Group, 1990
- Richard Thaler and Cass R. Sunstein Nudge: Improving Decisions about Health, Wealth, and Happiness, Yale University Press, 2008
- Robert Kegan and Lisa Lahey Immunity to change, Harvard Business Publishing, 2009