

Study Course Title	Leadership and Change Management I - Fundamentals for the Organizational Leadership and Systemic Approach
Study Course Code	VadZB083
Branch of Science	Economics and business
Sub-branch of Science	Business management
Credits(ECTS)	3
Total Number of Contact Hours	30
Number of Lecture Hours	8
Number of Seminar and Practical Assignment Hours	22
Number of Hours for Laboratory Assignments	0
Independent Study Hours	45
Language of Instruction	Latvian and English
Responsible Unit	BA School of Business and Finance of the University of Latvia

Study form	Lectures	Seminars and Practical Assignments	Laboratory Assignments	Independent Studies
Full-time Regular Studies	8	22	0	45
Distance learning	2	4	0	69

Course Developer

Mg. business administration, lecturer Reinis Druvietis

Prerequisite Knowledge

Prerequisite knowledge required for the acquisition of the course corresponds to the study program admission requirements and the general knowledge, skills and competences obtained at the previous level of education.

Study Course Abstract

The course introduces the concept of leadership, its historical development and main theories, providing a basis for the practical application of leadership principles. Various leadership approaches and their connections with personality typologies will be examined, analyzing how leaders lead themselves, others and achieve organizational goals. The course provides an understanding of the structure and culture of organizations, the importance of employee involvement and decision-making in the organization.

The essence of teamwork, team building, role distribution, as well as team management tools and approaches to effective work will be examined. The role of a leader in time management in teams and in the overall work process will be analyzed, as well as the importance of the organizational life cycle and leadership development cycle, risks and possible crises. The course develops skills and understanding of effective team management at different stages of organizational development and the role of a leader in the sustainable development of a team and organization.

Aim of course is to gain basic knowledge on leadership theory and approaches, organizational structures and cultures, teamwork and team roles. Develop analytical skills for understanding leadership development and organizational processes, skills for noticing the potential of different leadership approaches and gaining courage to try out and to develop personal leadership skills.

Course Plan Full-time Regular Studies

- 1.The concepts, theory and approaches of Leadership 1L 3Pd
- 2.Organizational structure and culture: engaging the leaders and other employees in creating and maintaining them 3L 8Pd
- 3.Teamwork, team roles, the forming and management of teams 3L 8Pd

4. Organizational life-cycle and leadership development cycle: risks and potential crises 1L 3Pd
Total 8L 22Pd

Course Plan Distance learning

1.The concepts, theory and approaches of Leadership 1Pd
2.Organizational structure and culture: engaging the leaders and other employees in creating and maintaining them 1L 1Pd
3.Teamwork, team roles, the forming and management of teams 1L 1Pd
4. Organizational life-cycle and leadership development cycle: risks and potential crises 1Pd
Total 2L 4Pd

Characterization of students' independent work organization and tasks

Full-time: Group work, reflections and presentations of results.

Distance: Independent self-directed study via Moodle (video lectures, study materials, self-assessment tests, etc.).
Group work and on-line reflections.

Learning Outcomes

Knowledge:

1. Able to demonstrate knowledge and understanding of various leadership approaches. Able to plan the leadership development process, linking leadership theory with self-development.
2. Able to demonstrate knowledge and understanding of the structure and culture of organizations, as well as the importance and types of employee involvement in decision-making.

Skills:

3. Understands the process of team building and teamwork, including the various roles that people play when they are in a team, and the principles of mutual cooperation. Able to choose solutions to increase team productivity.
4. Developed analytical skills for understanding organizational life cycles and processes, the ability to predict risks and plan actions to prevent or overcome them.

Competence:

5. Ability to lead oneself, others and the team to achieve organizational goals, using the principles of leadership theories, various leadership approaches and applying appropriate communication, time planning and decision-making in accordance with the organizational structure, culture and development cycle.

Requirements for Awarding Credits

Full-time

Interim examinations:

1. Active participation in practical work. The examination is graded on a 10-point scale. Weighting in the total assessment – 40%
2. Discussion about literature. The examination is graded on a 10-point scale. Weighting in the total assessment – 20%

Final examination:

3. Exam – presentation of the final project in a group. The examination is graded on a 10-point scale. Weighting in the total assessment – 40%

Distance learning

Interim examinations:

1. Active participation in practical work. The examination is graded on a 10-point scale. Weighting in the total assessment – 40%
2. Discussion about literature. The examination is graded on a 10-point scale. Weighting in the total assessment – 20%

Final examination:

3. Exam – presentation of the final project in a group. The examination is graded on a 10-point scale. Weighting in the total assessment – 40%

Criteria for Evaluating Learning Outcomes

In accordance with Regulations of the Cabinet of Ministers of the Republic of Latvia, at the end of the course, students' knowledge is evaluated according to the following criteria: the amount and the quality of the obtained knowledge, acquired skills and competence in compliance with the planned learning outcomes.

Type of Assessment	Learning Outcomes				
	1	2	3	4	5
1. 1. Active participation in practical work	+	+	+	+	+
2. Discussion about literature	+	+	-	+	+
3. Exam – presentation of the final project in a group	+	+	+	+	+

Compulsory Reading List

1. Williams, Ron, Weber, Karl (2019) Learning to Lead: The Journey to Leading Yourself, Leading Others, and Leading an Organization, Greenleaf Book Group Press
2. Tuckman, Bruce (2001) "Developmental Sequence in Small Groups" in Group Facilitation: A Research and Applications Journal: 71–72, International Association of Facilitators

Further Reading List

1. Hatch, M.J. (2018) Organization Theory: Modern, Symbolic, And Postmodern Perspectives, 4th ed, OUP Oxford

Periodicals and Other Sources

1. Recent scientific publications and other materials
2. Handouts and other material of lectures (available in Moodle)