

## COURSE DESCRIPTION CARD

**NOTE:** If the course includes lectures and classes, the Course Description Card applies to both types of instruction.

<p><b>1. Course title:</b>  Leadership essentials</p>	<p><b>2. Course code:</b> Number of ECTS credits: 3,0 Course completion mode: Z Course commenced / Year: 2023/24</p>
---	--

**3. Major:** Finance and Accounting for Business

**4. Department of major coordinator:**  
Department of Banking and Financial Markets

**5. Name of course instructor:**  
Lecture: Milena Gojny-Zbierowska  
**Examiner** Milena Gojny-Zbierowska

**6. Department of course instructor:** Entrepreneurship

**7. Number of contact hours with students:**

Type of instruction	Full-time study	Part-time study
lectures	15	9
classes		
foreign language classes		
lab classes		
seminars		
e-learning		
other		
<b>Total hours</b>	15	9
examination (hours)		

**8. Course timeframe - no. of semesters:** 1

Course commencement / Year: 1

Course commencement / Semester: 1

<p><b>9. Level of tertiary education:</b> Master</p>	<p><b>10. Course status</b>  <input type="checkbox"/> Compulsory for the major...  <input type="checkbox"/> Compulsory for the specialization ...  <input checked="" type="checkbox"/> Elective ...</p>
--	---

**11. Course prerequisites**  
 Compulsory:-  
 Recommended:-

**12. Course objectives:** Developing knowledge and skills of functioning as a leader in domestic and international market. Identifying personal, psychological resources and leadership skills. The module is aimed at providing the understanding and knowledge of the differences in leadership styles and identifying one's own unique style.

The aims of the module are also as follows:

- a) To assimilate the communication technics in order to motivate people and to create desirable attitudes
- b) To identify and improve the participants' personal soft and self-development skills for the purpose of became effective leader like signature strengths and psychological capital
- d) To develop the skills of leading people according to the team and organization goals and group processes and intergroup relations

**13. Teaching and learning methods:**

**A. Direct student-instructor contact:**

No.	Teaching methods	Description	Number of hours	
			Full-time study	Part-time study
1.	Lecture (interactive, including case studies analysis)	Theoretical background	6	3
2.	The workshop	Solving problems and discussion in teams	5	2
3.	Problem solving exercises and test solving	Identifying individual leadership skills and psychological resources through test provided by the tutor	2	2
4.	Role-playing exercises	Playing roles of business practice	2	2
Total			AS: 15	AN:9

**B. Self-study:**

No.	Learning methods	Description	Number of hours	
			Full-time study	Part-time study
1.	Individual and group homework	Preparing homework for classes	30	33
2.	Independent learning	Reading text recommended by tutor	30	33
Total			BS: 60	BN:66

Total AS+BS = 75

Examination (E) = -

Total AS+BS+E= 75

Total AN+BN = 75

Examination (E) = -

Total AN+BN+E = 75

**14. Key words:** Leadership styles, leadership skills, communication, group processes, positive leadership, servant leadership, authentic leadership, signature strength

**15. Course content:**

1. Key leadership skills
2. Leaders' effective communication, aims of communication and adequate technics
3. Leadership styles i.e:
  - Positive leadership
  - Authentic leadership
  - Resonant leadership
  - Servant leadership

- Transactional leadership
- Transformational leadership
- 4. Signature strengths and psychological capital as leaders assets. Self-diagnosis and creating a development plan
- 5. Team work, group processes and intergroup relationship. Being an effective leader along to it
- 6. Leadership in crises and during the organizational changes

**16. Course learning outcomes as related to the learning outcomes of the major and methods for assessing student attainment**

Intended learning outcomes of the major / Symbols	Intended learning outcomes of the course	Methods for assessing student learning outcomes	Documentation
<u>Knowledge</u>			
<b>FAB2_W01#</b>	1. The student has profound knowledge and understanding of selected phenomena and processes within the styles of leadership and their connections with organizational behaviours in national and international scale as well as methods of leading according to the group processes and intergroup relations. 2. The student knows and understands the fundamental meaning of leadership soft skills, main dilemmas and challenges of modern leader and their relations to the team and organizational effectiveness, also from an international perspective.	Individual tasks	Report
<b>FAB2_W03#</b>		The project	Presentation
		Individual tasks	Report
		The project	Presentation
<u>Skills</u>			
<b>FAB2_U05#</b>	1. The student can manage a teamwork, also in an international environment, as well as cooperate with others during teamwork and play the leader's role. 2. The student can plan and organise longlife learning on his own, developing leadership skills and supporting others in developmental process.	The project	Presentation
<b>FAB2_U06#</b>		Individual tasks	Report
		The project	Presentation
		Individual tasks	Report
<u>Social competences</u>			
<b>FAB2_K03#</b>	1. The student is ready to lead a group of people into achieving team's goals, delegate task and manage people with an awareness of the consequences of it for the particular team members. 2. The student is prepared to play the professional roles responsibly, especially as a leaders of group of people, respecting rules of professional ethics, taking into consideration followers' needs and their diversity.	The project	Presentation
<b>FAB2_K04#</b>		Individual tasks	Report
		The project	Presentation
		Individual tasks	Report

**17. Method for determining the final course grade:**

No.	Methods for awarding credits and course completion requirements	Description	Percentage of the final course grade*
1.	Individual tasks	Presenting a comprehensive solution to selected problems as well as further discussion questions	50%
2.	The project	Presenting the final project capturing knowledge acquired during the classes	50%

\* If students are required to obtain both a class grade and an exam grade, the class grade constitutes at least 30% of the final course grade.

**18. Reading list**

Mandatory readings: Northouse P.G. Leadership: theory and practice- 3<sup>rd</sup> ed. Wyd Sage, Thousand Oaks, 2004

Gojny-Zbierowska M. (2018). Relationship between leaders' and followers' psychological capital and the mediating role of POS and authentic leadership. Journal of Positive Management 9(2)

Suggested readings: Hiebert M., Klatt B.: The Encyclopaedia of Leadership. A practical Guide to Popular Leadership Theories and Techniques. McGraw-Hill. New York, 2001

**19. Language of instruction: English****20. Course instructors' recommendations: English**