

Identification	Subject (code, title, credits)	MGT 480 Leadership principles and application – 3KU (6 ECTS)	
	Department	Economics and Management	
	Program (undergraduate, graduate)	Undergraduate	
	Term	Fall, 2026	
	Instructor	Erkin Nasirov	
	E-mail:	Erkin.nasirov@khazar.org ;	
	Phone:		
	Classroom/hours	Khazar University (Neftchiler), 18:30-21:00	
Prerequisites	MGT 305 Management		
Language	English		
Compulsory/Elective	Compulsory		
Required textbooks and course materials	Core: Northouse, P. G. (2025). Leadership: Theory and Practice (10th ed.). SAGE Publications. Supplementary: Selected contemporary articles, leadership cases, video materials, and instructor-provided materials on emotional intelligence, motivation, communication, conflict management, cross-cultural leadership, digital leadership, and leadership development.		
Course Description	This course introduces the major theories and contemporary approaches to leadership and connects them with practical leadership skills required in modern organizations. The course covers leadership foundations, traits and skills, behavioral and situational approaches, path-goal theory, leader-member exchange, transformational, authentic, servant and adaptive leadership, group and team leadership, followership, social identity, inclusive leadership, and leadership ethics. In addition, students examine motivation, emotional intelligence, communication, influence, conflict management, decision-making, diversity, global and digital leadership, and leadership development. Theory is applied through discussions, short case studies, reflection, and practical analysis of leadership situations.		
Course objectives	The objectives of this course are to: • Develop a clear understanding of leadership and its relationship to management, power, influence, ethics, and organizational effectiveness. • Compare major leadership theories and evaluate their strengths, limitations, and practical relevance. • Apply leadership approaches to motivation, communication, team performance, conflict, change, and decision-making. • Strengthen emotional intelligence, critical thinking, ethical judgment, teamwork, and reflective leadership skills. • Examine leadership challenges in diverse, global, and increasingly digital organizational environments. • Develop responsible use of generative AI as a learning aid while preserving independent analysis and decision-making.		
Learning outcomes	Upon successful completion of this course, students will be able to: • Explain core leadership concepts and distinguish leadership from management. • Compare trait, skills, behavioral, situational, path-goal, leader-member exchange, transformational, authentic, servant, and adaptive leadership approaches. • Apply leadership concepts to motivation, emotional intelligence, communication, influence, and conflict situations. • Analyze group and team leadership, delegation, decision-making, and team performance challenges. • Evaluate the role of followership, social identity, diversity, and inclusion in leadership processes. • Assess leadership challenges in global, cross-cultural, and digital contexts. • Evaluate leadership decisions using ethical principles and evidence-based reasoning. • Reflect on personal leadership strengths and identify appropriate development strategies. • Use generative AI responsibly as a learning support tool without replacing independent critical thinking or authorship.		
Teaching methods	Lecture		X
	Practices		X
	Group discussion		X
	Case analysis		X

		Others		
Evaluation	Methods		Description and deadline	Percentage (%)
	Midterm Exam		To be announced	30
	Attendance			5
	Activity			5
	Quizzes		Four times / To be announced	20
	Final Exam		To be announced	40
	Total			100
Class Policy		Attendance and activity: Students are expected to attend all classes and participate actively. Legitimate absences should be communicated in advance. Students exceeding the 25% absence limit will not be allowed to take the final exam. Repeated unauthorized absence and persistent lateness are subject to University rules. Preparation for class: Students should read the assigned chapters before class. Lectures highlight the key concepts but do not replace independent study. Students are expected to review notes, cases, and assigned materials after each class. Withdrawal (pass/fail): The course follows the grading policy of the School of Economics and Management. A minimum overall grade of 60% is required to pass. In case of failure, the student may be referred or required to repeat the course in accordance with University rules. Assignments/quizzes: Quizzes will be announced in advance or conducted in class as specified by the instructor. Deadlines must be respected unless an approved legitimate reason is provided. Cheating/plagiarism: Cheating, plagiarism, or presenting another person’s or an AI system’s work as one’s own may result in cancellation of the work and a grade of zero (0), subject to University rules. Generative AI (GAI) - Partial permission: In accordance with Khazar University rules, GAI tools may be used for learning support, explanation of concepts, brainstorming, organizing ideas, comparing leadership perspectives, preparing practice questions, and language editing. The student’s analysis, judgment, recommendations, and conclusions must remain independent. Any GAI use in submitted work must be disclosed, including the tool and purpose. For text-based documents, GAI use must not exceed 25%. GAI is not permitted in the Midterm or Final Exam, quizzes, graded in-class work, or 15–20-minute leadership case studies/case tasks designed to assess independent critical thinking. Students are responsible for verifying all AI-generated information and sources and must not upload personal, confidential, examination, or restricted University information to GAI tools. Violations may lead to a warning, resubmission, grade reduction, or zero (0). Professional behavior: Students are expected to maintain respectful, professional, and collaborative behavior throughout the course.		
Tentative Schedule				
Week	Date/Day (tentative)	Topics		Textbook/Assignments
1		Introduction to Leadership: definitions, leadership vs. management, power, influence, and the role of leadership in organizations		Chapter 1
2		Leadership Traits, Skills & Emotional Intelligence: individual differences, leadership capabilities, self-awareness and empathy		Chapters 2-3 + supplementary materials
3		Behavioral Leadership & Communication: task and relationship behaviors, leadership styles, active listening and communication		Chapter 4 + supplementary materials
4		Situational Leadership: adapting leadership behavior to follower competence, commitment, and context		Chapter 5
5		Path-Goal Theory & Motivation: leader behaviors, follower needs, motivation and performance		Chapter 6 + supplementary materials
6		Leader-Member Exchange (LMX): leader-follower relationships, trust, communication and influence		Chapter 7
7		Transformational Leadership: vision, inspiration, motivation and leading organizational change / Case Study		Chapter 8
8		Authentic & Servant Leadership: values, trust, self-awareness and service-oriented leadership		Chapters 9-10
9		Midterm Exam		
10		Adaptive Leadership: leading through change, uncertainty and contemporary business challenges		Chapter 11 + supplementary materials
11		Group & Team Leadership: team effectiveness, delegation, decision-making, problem-solving and conflict management		Chapter 12 + supplementary materials

12		Followership & Social Identity Leadership: leader-follower dynamics, group identity and collective leadership	Chapters 13-14
13		Inclusive, Cross-Cultural & Global Leadership: diversity, inclusion, cultural differences and leading across boundaries	Chapter 15 + supplementary materials
14		Leadership Ethics, Values & Responsibility: ethical leadership, ethical decision-making, integrity and CSR / Case Study	Chapter 16 + supplementary materials
15		Leadership Development in the Digital Era: self-leadership, coaching, mentoring, personal development, virtual and digital leadership	Course synthesis: Chapters 1-16 + supplementary materials
16		Final Exam	