

Identification	Subject	MGT 848 - Leadership, Power, and Politics – 3KU /6ECTS
	Department	Economics and Management
	Program	Graduate
	Term	Fall 2023
	Instructor	Irada Rzayeva
	Email	irada.rzayeva@khazar.org
	Classroom/ hours	Friday 18:30-21:00, Room 20
Prerequisites	None	
Language	English	
Compulsory/ Elective	Compulsory	
Textbooks and course materials	<p>Core textbook:</p> <p>1) <i>Leadership: theory and practice</i> by P. Northouse. Edition 9. Copyright © 2021 by SAGE Publications, Inc.</p> <p>2) <i>Organizational behavior</i> by Stephen P. Robbins, Timothy A. Judge. Edition 18. Copyright 2021 by Pearson Education, Inc., publishing as Prentice Hall.</p> <p>3) <i>HBR Guides</i> by Harvard Business Review Press Boston, MA</p> <p>Supplementary textbook:</p> <p>4) <i>Leadership - What Really Matters</i> by Daniel F. Pinnow. Edition 5. Springer-Verlag Berlin Heidelberg, Copyright 2011.</p> <p>5) <i>TED talks</i> videos</p> <p>6) <i>Harvard Business Review articles</i></p>	
<u>Course outline</u>	<p>This course is designed to provide the understanding of the theory and concepts of leadership as well as how it applies to real-life situations. The purpose of this course is to explore how leadership theory can inform and direct the way leadership is practiced. Students will be provided with knowledge about the strengths and weaknesses of the various leadership approaches, interconnection between personality, values, culture, and leadership. A significant element of leadership is based on effective and efficient communication, ability to solve the conflicts and motivation. The obtained knowledge will allow students to develop their own leadership skills.</p>	
<u>Course objectives</u>	<ul style="list-style-type: none"> • Understand foundational leadership concepts and theories. • Develop emotional intelligence skills for effective leadership. • Assess personal leadership traits and skills. • Apply situational leadership approaches to real-world scenarios. • Manage and leverage emotions in leadership contexts. • Recognize the impact of personality and values on leadership. • Resolve conflicts and negotiate effectively as a leader. • Adapt leadership strategies to diverse cultural contexts. • Implement transformational and team leadership approaches. • Develop coaching skills for leadership development. • Master effective communication for motivating teams. • Apply motivation theories to inspire individuals and groups. • Demonstrate ethical leadership principles through a project. 	
<u>Learning outcomes</u>	<p>Upon completion of the course the students will be able to:</p> <ul style="list-style-type: none"> • Master Leadership Concepts: Possess a deep understanding of leadership theories, styles, and situational approaches, enabling effective leadership in various contexts. • Embrace Emotional Intelligence: Apply emotional intelligence principles to enhance self-awareness, self-regulation, and interpersonal effectiveness in leadership roles. • Navigate Organizational Dynamics: Skilfully manage conflicts within organizations while upholding ethical standards. 	

	<ul style="list-style-type: none"> • Cultivate Cross-Cultural Competence: Adapt leadership strategies to diverse cultural settings, promoting inclusivity and success in a globalized world. • Enhance Coaching and Communication Skills: Develop coaching abilities to support team growth and refine communication skills for effective leadership. • Demonstrate Ethical Leadership: Apply ethical decision-making in leadership roles and showcase ethical leadership through a project, integrating values into leadership practices. 		
Teaching methods	Case analysis		x
	Group discussion		x
	Lecture		x
	Others - Project work		x
Evaluation Criteria	Methods	Date/deadlines	Percentage (%)
	Midterm Exam	TBA	30
	Attendance		5
	Activity		5
	Project work	Week 15	20
	Final Exam	TBA	40
	Total		100
Policy	<p>Attendance: Students exceeding the 25% absence limit will not be allowed to participate at final exam.</p> <p>Activity shall mean active participation i.e., asking and answering the question, contribute with insights and feedback, and demonstrate willingness and dedication to be part of an overall class discussion.</p> <p>Project Work: in the beginning of semester students will be divided into groups (max 3-4 student in the group). Each group will receive a topic related to Leadership, Power, and Politics in Azerbaijan Republic. The groups will make research and provide word document (maximum 10 pages) and presentation (10-20 slides) as an outcome of the project work. Each member of the group will present part of slides during presentation. Participation is mandatory and will affect the whole mark of the group. Project work to be presented during the last week of the semester.</p>		

Tentative Schedule			
Week	Date/Day	Topics	Textbook/ Assignments
1		Introduction to Leadership, definition, and components	<i>Chapter 1 (1)</i>
2		Leadership in the Twenty-First Century: Emotional intelligence	<i>Chapter 1, 2 (4), HBR Guides</i>
3		Trait and skills approach	<i>Chapter 2, 3 (1)</i>
4		Style and situational approach	<i>Chapter 4, 5 (1)</i>
5		Emotions and Moods	<i>Chapter 4 (2)</i>
6		Personality and Values	<i>Chapter 5 (2)</i>
7		Power and Politics	<i>Chapter 13 (2)</i>
8		Conflict and Negotiation	<i>Chapter 14 (2)</i>
9		Mid-term exam	
10		Culture and Leadership	<i>Chapter 15 (1)</i>
11		Transformational and Team Leadership	<i>Chapter 9, 12 (1)</i>
12		Coaching in Leadership	<i>HBR Guides</i>
13		Role of communication in leadership	<i>Chapter 11 (2)</i>
14		Leadership and Motivation	<i>Chapter 7, 8 (2)</i>
15		Leadership Ethics/ project	<i>Chapter 16 (1)</i>
	TBA	Final Exam	

