



Lesson Plan

Subject: Organisational Leadership

Subject Code: 20MBAHR401

Batch: 2022-2023

Faculty: Mr. Prajwal B K

Internal assessment marks: 50

Course Objectives

1. The student will be able to describe and Identify the application of Leadership styles and practices followed in the Organisation
2. The student will be able to describe and explain in her/his own words, the relevance and importance of various Leadership practices and style followed in the Organisation
3. The student will be able to apply and solve the workplace problems through Leadership practices
4. The student will be able to classify and categories different Leadership practices and styles followed in the Organisation
5. The student will be able to create and reconstruct Leadership required to manage the Human Resources in the Organisation
6. The student will be able to appraise and judge the practical applicability of Leadership practices followed in the Organisation

Course Outcome:

At the end of the course the student will be able to:

1. Understand the fundamental concepts and principles, theories of Organizational Leadership.
2. Analyze the organizational leadership style, approaches and traits, its impact on the followers by using leadership theories and instruments.
3. Developing better insight in understanding the leadership traits that influence them to work effectively in group.
4. Demonstrate their ability to apply of their knowledge in organizational leadership

Reference Materials:

Sl No	Title of the book	Name of the Author/s	Publisher Name	Edition and year
1	Leadership: Theory and Practice	Peter G. Northouse	Sage	2010
2	Management: Leading People and Organisations in the 21st Century	Gary Dessler	Prentice Hall	2001
3	The Leadership Code: Five Rules to Lead	Dave Ulrich, Norm Smallwood, Kate Sweetman	Harvard Business Pres	2008
4	Leadership for Organisations	David A. Waldman, Charles O'Reilly	Sage Publications	2019

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Module	Session	Topics Covered	References
1	1, 2	Introduction : Concept of Leadership, Ways of Conceptualizing Leadership, Definition and Components, Leadership Described.	1,2
	3, 4	Trait Versus Process Leadership, Assigned Versus Emergent Leadership.	1,2
	5,6	Leadership and Power ,Leadership and Coercion, Leadership and Management.	1,2
	7	Case study	1
2	1	Model of Leadership - Part A Trait Approach Description, Intelligence, Self-Confidence, Determination, Integrity	1,2
	2,3	Sociability, Five-Factor Personality Model and Leadership, Emotional Intelligence, How Does the Trait Approach Work? Strengths, Criticisms, Application, Case Studies, Leadership Instrument.	1,2
	4,5	Skills Approach Description, Three-Skill Approach, Technical Skill, Human Skill, Conceptual Skill, Summary of the Three-Skill Approach, Skills Model, Competencies, Individual Attributes, Leadership Outcomes, Career Experiences, Environmental Influences, Summary of the Skills Model, How Does the Skills Approach Work? Strengths, Criticisms, Application, Case Studies, Leadership Instrument	1,2
	6	Behavioral Approach Description, The Ohio State Studies, The University of Michigan Studies, Blake and Mouton's Managerial (Leadership) Grid, Authority-Compliance (9,1), Country-Club Management (1,9) Impoverished Management (1,1), Middle-of-the-Road Management (5,5),	1,2
	7,8	Team Management (9,9), Paternalism/Maternalism, Opportunism, How Does the Behavioral Approach Work?	1,2

		Strengths, Criticisms, Application, Case Studies, Leadership Instrument Situational Approach Description, Leadership Styles, Development Levels, How Does the Situational Approach Work? Strengths, Criticisms, Application, Leadership Instrument .	
	9	Case Studies	1
3	1	Model of Leadership - Part B Path–Goal Theory Description, Leader Behaviors, Directive Leadership, Supportive Leadership, Participative Leadership, Achievement-Oriented Leadership, Follower Characteristics, Task Characteristics How Does Path–Goal Theory Work? Strengths, Criticisms, Application, Case Studies, Leadership Instrument	1,2
	2, 3	Leader–Member Exchange Theory Description, Early Studies, Later Studies, Leadership Making, How Does LMX Theory Work? Strengths, Criticisms, Application, Case Studies, Leadership Instrument Transformational Leadership Description, Transformational Leadership Defined, Transformational Leadership and Charisma, A Model of Transformational Leadership, Transformational Leadership Factors, Transactional Leadership Factors, Non-leadership Factors Other Transformational Perspectives Bennis and Nanus, Kouzes and Posner, How Does the Transformational Approach Work? Strengths, Criticisms, Application, Leadership Instrument	1,2
	4,5	Authentic Leadership Description, Authentic Leadership Defined, Approaches to Authentic Leadership, Practical Approach, Theoretical Approach How Does Authentic Leadership Theory Work? Strengths, Criticisms, Application, Leadership Instrument	1,2
	6, 7	Psychodynamic Approach Description, The Clinical Paradigm, History of the Psychodynamic Approach, Key Concepts and Dynamics Within the Psychodynamic Approach, 1. Focus on the Inner Theatre 2. Focus on the Leader-Follower Relationships Social Defense Mechanisms, Mirroring and Idealizing, Identification with the Aggressor	1,2
	8	3. Focus on the Shadow Side of Leadership Narcissism How Does the Psychodynamic Approach Work? Strengths, Criticisms, Application, Leadership Instrument	1,2
	9	Case Studies	1
4	1, 2	Leadership Instrument	1,2,3

		Description, Culture Defined, Related Concepts, Ethnocentrism, Prejudice, Dimensions of Culture, Uncertainty Avoidance.	
	3,4	Power Distance, Institutional Collectivism, In-Group, Collectivism, Gender Egalitarianism, Assertiveness, Future Orientation, Performance Orientation, Humane Orientation, Clusters of World Cultures, Characteristics of Clusters, Anglo, Confucian Asia, Eastern Europe, Germanic Europe, Latin America, Latin Europe, Middle East, Nordic Europe, Southern Asia, Sub-Saharan Africa,	1,2,3
	5,6	Leadership Behavior and Culture, Clusters, Eastern Europe Leadership Profile, Latin America Leadership Profile, Latin Europe Leadership Profile, Confucian Asia Leadership Profile, Nordic Europe Leadership Profile, Anglo Leadership Profile,	1,2,3
	7,8	Sub-Saharan Africa Leadership Profile, Southern Asia Leadership Profile, Germanic Europe Leadership Profile, Middle East Leadership Profile. Universally Desirable and Undesirable Leadership Attributes, Strengths, Criticisms, Application,	1,2,3
5	9	Case Studies on Leadership Instrument.	
	1	Ethical Leadership Description, Ethics Defined ;Level 1. Preconventional Morality Level 2. Conventional Morality	1
	2, 3	Level 3. Postconventional Morality; Ethical Theories, Centrality of Ethics to Leadership, Heifetz's Perspective on Ethical Leadership. Burns's Perspective on Ethical Leadership,	1
	4, 5	The Dark Side of Leadership, Principles of Ethical Leadership, Ethical Leaders Respect Others. Ethical Leaders Serve Others, Ethical Leaders Are Just, Ethical Leaders Are Honest.	1
	6,7	Ethical Leaders Build CommModuley, Strengths, Criticisms Application, Case Studies, Leadership Instrument.	1
	8,9	Case study	
6	1	Leadership Practices Select Case of Successful Leadership Practices	1,2
	2	TATA Group; Reliance; Infosys; WIPRO;	1,2
	3	Organisations which are listed as Fortune Companies.	1,2
	4,5	Survey Report analysis of NHRD; NIPM	1,2
	6,7	CII; FICCI; Conference Board; CCL - Centre of Creative Leadership.	1,2
	1	Case Study	1
	2	REVISION	1

Practical component:

- Meet any Leader- Organisation or Academic and ask 10 questions related to Leadership. Than analysis the type of leadership style adopted.
- Meet 4-5 Leaders from different roles and compare - contrast the different style son leadership.
- Meet Gender specific leaders and try analysing who makes the best leader in which type of set-up.



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