

syllabus course

**LEADERSHIP,  
ORGANIZATIONAL  
BEHAVIOR AND  
DEVELOPMENT**



VOLODYMYR DAHL  
EAST UKRAINIAN  
NATIONAL UNIVERSITY

*Degree of higher education:* master

*Specialty:*

*Year of preparation:*

*Teaching semester:*

*Number of credits EKTC:*

*language of instruction:*

*Type of semester control*

master

2

autumn

5

English

Test

**Course author and lecturer:**

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## Abstract of the training course

### ***Objectives of the course::***

To form in applicants for higher education level "master" of scientific and professional knowledge identify your own leadership potential; analyze resources and constraints to build leadership capacity; use techniques, methods of gaining authority in the team; to use in practice the techniques and techniques of creating a personal brand and forming the image of a leader; use technologies to strengthen leadership positions in emotionally stressful, problematic and conflict situations; have the skills of introspection; have an active style of communication, be able to establish and maintain partnerships; use a creative approach to solving problems; take into account the consequences of management decisions and actions from the standpoint of social responsibility; to distribute powers and responsibilities on the basis of their delegation; analyze and design interpersonal, group and organizational communications; assess the conditions and consequences of choosing a model of organizational behavior.

The course can be useful for masters of any educational program, future economists, managers, engineers, lawyers who plan to work in enterprises and organizations whose activities are related to management.

### ***learning outcomes:***

Have in-depth systematic knowledge of the mechanisms, methods and tools of leadership theory to solve management problems; basic principles of team management and characteristic parameters of the management system; theoretical and normative-methodological provisions on team formation, leadership and application of management styles; content and psychological features of leadership; psychological characteristics of leadership; basic categorical-conceptual apparatus on the problem; psychological characteristics of such phenomena and processes as: leadership behavior, leadership roles, leadership goal, personal brand and image of the leader, leadership styles, factors of effective interaction and communication, etc.

### ***Prerequisites for the start of the study:***

Basic knowledge and ideas in the social sciences and humanities, including economics, psychology, law, planning, management

### **Course purpose (acquired competencies)**

As a result of studying this training course, the applicant will acquire the following competencies:

1. Ability to improve and develop professional, intellectual and cultural levels
2. Formation of students' scientific and professional knowledge in the field of business communication and leadership styles, expanding ideas about leadership as a way of organization and management, activation of leadership potential as a set of skills of self-management and management of others.
3. To organize information and analytical support of management processes with the use of modern information resources and technologies, in particular to develop measures for the introduction of e-government in various areas of public administration.
4. Carry out scientific and research activities in the field of leadership, organizational behavior and development.
5. Accept priming management decisions

### Course structure

№	Topic	Hours (Lectures / Practical ) by forms of educatio n	Concise content	Tools and Tasks
1.	<b>Leadership nature.</b>	full-time education 4/2  external form of education 1/0,5	Formation and assessment of leadership skills. Charisma of the leader. Structure of the leader. Ways of positioning of leadership skills. Emotional leadership Personal leadership. Formation of image of the leader	Participate in the discussion  Tests  Individual tasks
2.	<b>Organizational behavior</b>	full-time education 6/3  external form of education 1/0,5	Essence of collective and group. Group dynamics. Distinctions of team. Structure of team. Features team building Forms and models organizational behavior. Influence of organizational behavior on development of the organization.	Participate in the discussion  Tests  Individual tasks
3.	<b>Style of the management in management</b>	full-time education 6/3  external form of education 1/0,5	Evolution of styles of the management Problems of efficiency of interpersonal communication in the organization	Case  Tests  Individual tasks
4.	<b>Forms of business partnership.</b>	full-time education 6/3  external form of education 1/0,5	Causes and conditions of partnership development. Comparative characteristics and categories of business partners. Factors of reliability of business relations.	Participate in the discussion  Tests  Individual tasks

№	Topic	Hours (Lectures / Practical ) by forms of educatio n	Concise content	Tools and Tasks
5.	<b>Psychological foundations of the leader's</b>	full-time educatio n 6/3	Psychological principles of effective communication of the leader. Formation of leader tactics. Types of conflicts in the team	Participate in the discussion Tests

## Recommended Books

1. Bendas T.V. Genderni doslidzhennya liderstva. Pitannya psihologii. 2017.
2. Bendas T. V. Psihologiya liderstva: uchebnoe posobie. –SPb.: Piter, 2009. – 448s.
3. Skibic'ka L. I. Liderstvo ta stil' roboti menezhnera: navch. posib.– K.: Centr uchbovoi literaturi, 2019. – 192s.
4. Bender P.U., Hellman E. Liderstvo zseredini.– M.:Popuri, 2005. – 303s.
5. Bleklok Dzh. Tekhnologii komandnoj igry. Rukovodstvo dlya lidera. – M.: ID "Grebennikova", 2008. – 232s.
6. Goulman D. Emocijne liderstvo: Mistectvo upravlinnya lyud'mi na osnovi emocijnogo intelektu. – M.: Al'pina, 2005. – 301s. Spivak V.A. Liderstvo. – URL: <https://stud.com.ua/51709/menedzhment/liderstvo>
7. Doronina M. S. Kul'tura dilovogo spilkuvannya i partnerstva: navchal'nij posibnik.. – Harkiv: Vid. HNEU, 2018. –204s.
8. ZHukov YU. M. Tekhnologii komandoobrazovaniya: ucheb. posob. – M.: AspektPress, 2018. – 320s.
9. Zub A.T., Smirnov S.G. Liderstvo v menezhmenti. – M., 1999. – 212s.
10. Kardell F. Psihoterapiya ta liderstvo. – SPb.:Jdet'sya, 2000. – 234s.
11. Kovi S. Sim navichok lidera. – Mins'k: Vegaprint, 1996. – 448s.
12. Kipnis M. Trening liderstva. – M.: Os'-89, 2004.–144s.
13. Kristofer E., Smit L. Trening liderstva. – SPb.: Piter, 2002. – 256s.
14. Loub M., Kindel S. Liderstvo dlya «chajnikiv».– M.: Dialektika, 2005. – 385s.
15. Maksvell V. SHef i ego . – SPb : Piter Kom, 2008.– 347s.
16. Menegetti A. Psihologiya lidera. – M.: Ontopsihologiya, 2002. – 208s.
17. Sergeeva L. M., Kondrat'eva V. P., Hromej M. YA. Liderstvo: navch. posibn. Ivano-Frankivs'k. «Lileya-NV». 2015. – 296 s. – URL: [http://umo.edu.ua/images/content/depozitar/navichki\\_pracevlasht/liderstvo.pdf](http://umo.edu.ua/images/content/depozitar/navichki_pracevlasht/liderstvo.pdf)
18. Fetiskin N.P., Kozlov V.V., Manujlov G.M. Samoocinka liderstva. Social'no-psihologichna diagnostika rozvitku osobistosti i malih grup. – M., 2012. – S.391-392.
19. Tompson Lej. Sozdanie komandy. – M.: Vershina, 2006. – 544s.
20. Hrestiv B.I. Tipologiya liderstva. Social'no-gumanitarni znannya. 2018. – №3.– S.73-78.
21. SHEjn E. H. Organizacionnaya kul'tura i liderstvo: uchebnyk / per. s angl.; pod red. T. YU. Kovalevoj. – 3-e izd. – SPb.: Piter, 2008. – 330s.
22. SHEkshni S. Liderstvo v sovremennom biznese. Upravlenie personalom. 2019. – № 3. – S. 68-73.
23. YAng R. Liderstvo v komandah. – M.:GIPPO (N1RR0), 2004. – 122s.

## Internet-resursi

24. <http://trainingtechnology.ru/category/komandoobrasovanie/>.
25. <http://www.haglar.ru/game-s-vpravi-na-formuvannya-komandi>.

### Course evaluation

For fully completed tasks the student can get a certain number of points:

Tools and tasks	Number of points
Participation in the discussions	10
Attendance at classes	10
Individual tasks	10
Certificate(s) of external courses	10
Exam in the form of tests	60
<b>Total</b>	<b>100</b>

### Student assessment scale

The sum of points for all types of educational activities	ECTS assessment	Score on a national scale
		for of test, course project (work), practice
90 – 100	A	excellent
82-89	B	good
74-81	C	
64-73	D	satisfactory
60-63	E	
35-59	FX	unsatisfactory with the possibility of re-taking
0-34	F	unsatisfactory with mandatory re-study of the discipline



## Course policy

- Plagiarism and academic integrity:* In performing the tasks, the applicant must adhere to the policy of academic integrity. Borrowings must be made with appropriate references. Plagiarism is prohibited. Verification of works (tests, courses, diplomas, other scientific) for plagiarism is carried out through the university website Unicheck and other available third-party programs on the Internet.
- Tasks and classes:* All tasks provided by the course program must be completed in a timely manner and assessed in the manner described above. Classes should be attended regularly. Missed classes (for any reason) must be completed with an appropriate grade no later than the last week of the current semester. In the case of a valid reason (illness, academic mobility, etc.), the deadlines may be extended with the written permission of the director of the educational and scientific institute.
- The applicant can take certain online courses related to the topics of the discipline on online platforms. When submitting a document about the end of the related to discipline course to the applicant may be re-credited certain topics of the discipline and accrued points for the task.
- Behavior in the audience:* Students come to the classroom on time according to the current schedule and must comply with safety requirements.
- During the classes, students: are not eat or chew gum; are not leave the classroom without the permission of the teacher; are not interfere with the teacher to conduct classes.
- During the control of knowledge students: are prepared in accordance with the requirements of this course; rely only on their own knowledge (are not seek other sources of information or "help" from others); are not disturb others; meet all the requirements of teachers for knowledge control.