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SYLLABUS

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EUROPEAN SCHOOL OF BUSINESS

Leadership Theory **2024-2025**

SYLLABUS

Course and educational program	Leadership Theory Management EP
Course description	The aim of the discipline is to prepare bachelor's graduates for: Formation of an active life position, development of a methodological culture in the field of research and management activities in the field of leadership and partnership; Mastering of the necessary amount of knowledge and skills in the field of leadership and partnership in business; Formation of a scientific outlook and understanding of the characteristics of leadership and partnership in business. The discipline is interdisciplinary. The content of leading and partnering in business is considered based on the approaches developed in sociology, social psychology, management and other related disciplines. The materials of the discipline aim to illustrate how knowledge of the specifics of the types and tools of leadership and ensuring long-term business partnerships with various economic entities becomes a powerful tool for ensuring the effective performance of a manager. Special emphasis is placed on the synthesis of theoretical and applied components.
Prerequisites for studying	The discipline of 'Leadership Theory' is based on the knowledge of disciplines such as 'Psychology', 'Management', 'Human Resource Management', 'Self Management' and is related to the disciplines of 'Psychology of Management', 'Psychology of Management', 'Human Resource Management', 'Economics', 'Philosophy', etc.
Number of credits/hours	3 ECTS credits / 90 academic hours
Learning format	Blended learning
Classroom location	https://classroom.google.com/c/NzI0MzM1MzQxNDQy
Lecturer's full name	**Panchenko Olha,** PhD, Associate Professor at the Department of Management, Finance and Business Administration
Department	Department of Management, Finance and Business Administration:
Office location	42V Akademika Hlushkova Ave., Kyiv, room 511

Consulting	Every Tuesday from 2 p.m. to 3:30 p.m. by appointment via corporate e-mail
Lecturer's e-mail address	olhapanchenko@ieu.edu.ua
Course objectives	The purpose of teaching the discipline of Leadership Theory is to develop students' knowledge and professional skills in the area of basic research, applied development and practice of leadership psychology.
Role of the academic discipline in achieving program learning outcomes	PLO 3. To show knowledge of theories, methods and functions of management, contemporary leadership concepts. PLO 4. To show skills in defining problems and grounding managerial decisions. PLO 8. To apply management methods for ensuring efficient organization operations. PLO 9. Demonstrating interaction, leadership and team capabilities. PLO 11. Demonstrate the ability to analyze and communicate in different areas of the organization's activities. PLO 16. Demonstrate independent working skills, flexible thinking, openness to new knowledge and critical self-criticism. PLO 17. Under the guidance of a leader, carry out research individually and/or in a group.
Learning outcomes	Once the discipline has been mastered, the student should be able to *know:* - approach from the position of personal qualities, behavioural approach; - power approach, situational approach; - socio-psychological features of organizational leadership and the difference between this form of leadership and management, leadership in a small group, political leadership; - the concept of organizational activity, approaches to its study, peculiarities of this type of work activity; - theoretical foundations of the study of organizational talent, its functional, structural and psychometric models; - driving forces and conditions of personality development of a successful organizational leader; scientific bases for designing systems of reproduction of organizational leaders; - the main directions and tasks of psychological support for developing the organizational leader. *Be able to:* - apply psychological concepts of leadership psychology; - to carry out psychological research on the problem of leadership in the organization; - apply psychological knowledge to solve problems related to organizational leadership; - assess the level of developing organizational talent;

	- to determine the peculiarities of the life course and to identify the driving forces and conditions for the development of the personality of organizational leaders; - to provide managerial-psychological counselling to organizational leaders; - to evaluate the effectiveness of educational programmes for the development of successful organizational leaders.
Course content	**Topic 1.** Introduction to the psychology of leadership **Topic 2.** The history of the emergence and development of the psychology of leadership **Topic 3.** Theoretical foundations of leadership psychology **Topic 4.** Psychology of organizational behaviour **Topic 5.** Applied areas of organizational leadership psychology
Books and materials	1.Herasymchuk V. H. *Teoriia liderstva: osnovy ta suchasni pidkhody : navchalnyi posibnyk* [Theory of Leadership: Fundamentals and Modern Approaches : Textbook] / V. H. Herasymchuk. – Kyiv : Tsentr uchbovoi literatury, 2019. – 240 p. *(in Ukrainian)* 2. Karpenko O. V. *Liderstvo v suchasnykh orhanizatsiiakh: psykholohichnyi aspekt: monohrafiia* [Leadership in Modern Organizations: Psychological Aspect : Monograph] / O. V. Karpenko. – Kharkiv : Vydavnychyi dim «Osvita», 2020. – 312 p. *(in Ukrainian)* 3. Goffee R., Jones G. *Why Should Anyone Be Led by You? What It Takes to Be an Authentic Leader* / R. Goffee, G. Jones. – 2nd ed. – Boston : Harvard Business Review Press, 2022. – 256 p. 4. Ibarra H. *Act Like a Leader, Think Like a Leader* / H. Ibarra. – Updated ed. – Boston : Harvard Business Review Press, 2023. – 240 p. 5. Northouse P. G. *Leadership: Theory and Practice* / P. G. Northouse. – 9th ed. – Thousand Oaks : Sage Publications, 2021. – 600 p.
Technical requirements for the course	To work on the Leadership Theory course, you need regular access to a computer (or phone) and the Internet. In order to successfully study and pass the course exam, you should first explore the distance learning platform (Google Classroom) and study all folders that already contain or will contain information or materials for the course. You will also have to download and create documents, watch videos, or create them. You can use distance platforms only using corporate e-mail. If you are unable to attend the course, you should notify the Dean's Office or your class representative or the course lecturer directly.
Learning process	The Leadership Theory course consists of lectures and practical classes. Lectures use the following training methods: *lecture, conversation lecture, discussion, discussion of problematic issues, demonstration, analysis of various situations according to the lecture topic.* Practical classes use the following training methods:

	questioning, testing, performing individual and team tasks, case studies, preparing reports and presentations, performing analytical and calculation works, solving specific problems and situations, brainstorming.				

Discipline features	**Period of teaching**	**Semester**	**International disciplinary integration**	**Year of study**	**Courses: general training/professional training/elective**
	1 semester	7th semester	available	4th year	Professional training

Assessment policy

You will have various ways to show your knowledge and skills during the semester. This includes how you attend classes, how and what you contribute to class discussions, how you perform and submit practical tasks and tests on time, how you perform independent work tasks, as well as your ability to present your report. Additionally, you have the opportunity to complete an individual research task performed individually or in a small group in the form of a student research paper.

Activities during the semester	**Maximum amount of points during the semester**
Current work (attendance, oral questioning, solving calculation problems and tasks, situational exercises)	15
Reports with presentation (3 pcs.)	10
Tests (4 pcs.)	10
Modular test work (2 pcs.)	15
Individual research task (admission to the test)	10
Total	**60**

Grading scale

The minimum amount of points that should be obtained by students for current educational activities during a semester to be admitted to the final control is 36 points. The grade for the discipline is defined as a sum of the final points for current activities and the points for the final control and is expressed due to the multipoint scale.

The grade for the discipline completing with the exam is determined as the sum of points for current learning activities (at least 36), points for individual independent work of students (no more than 6) and points for the exam (at least 24).

The overall points of the discipline are 100. The total grade for the discipline is given according to the national and European scale.

The final control in the form of an exam is carried out after learning all the topics of the discipline, during the examination session.

The overall final grade in points according to the national and ECTS scales is put into the examination and test register, academic card and credit book of students.

National and ECTS grading scale

Sum of points for all types of educational activities	ECTS grade	Grade according to the national scale	
		for exam, term paper, practical training	for Pass/Fail test
90-100	A	excellent	pass
82-89	B	good	
74-81	C		
66-73	D	satisfactory	
60-65	E		
30-59	FX	fail with possible repeated pass	fail with possible repeated pass
1-29	F	fail with obligatory repeated learning of the discipline	fail with obligatory repeated learning of the discipline

QR Code:

How to find out your grade	To check your grades for tasks and read your lecturer's comments, you should check appropriate tabs on Moodle distance learning platforms. You can also obtain information about your grades directly from the course lecturer via corporate e-mail or by appointment on consulting days (room 511).
Course policy	To ensure fruitful learning and cognitive activities of students while studying the discipline, one holds relevant lectures and seminars in the form of presentations, group work and discussion seminars. During classes and at the University, students should respect lecturers, staff and other students, attend classes according to the schedule, come on time and not leave classes without lecturer's permission. All academic assignments should be performed by the deadlines. The teaching staff should constantly advance their professional level, teaching skills, general culture, as well as provide students with appropriate conditions for learning educational programs according to the requirements for the content, level and capacity of education, and

	encourage their comprehensive professional development. Lecturers should follow the curriculum, not be late for classes, not allow any manifestations of corruption, discrimination, bullying, harassment and infringement of the students' rights. Students who miss the current control for *valid reasons* confirmed by documents have the right to take current control **within two weeks** after returning to studying. Students who have missed classes *without valid reasons*, have not participated in current control activities, have not liquidated academic failure are not admitted to the final semester control of this discipline. In this case, an academic staff member puts a mark 'non-admission' in the exam record. Repeated taking of the exam in the discipline is appointed in case of accomplishing all types of educational, independent (individual) work stipulated by the working program of the academic discipline and is carried out according to the approved schedule of academic failure liquidation. **QR Code:** All participants in the educational process rely on the academic integrity principles. **QR Code:**
Late task performance, correction of grades, making up missed classes	Tasks should be submitted via Google Classroom by the deadlines stipulated in the course schedule on our website. Most tasks should be performed by 9 a.m. on the day of the next class to coordinate them with the course content and group activities. It is best practice to perform tasks as soon as possible after receiving them so that you have enough time to take an active part in the class. If you need more time to perform the task, flexible deadlines are available. Completed tasks will be accepted until full credit until the last scheduled class in the discipline. Afterwards, the 40% partial credit

	based on the grade will be awarded within a week after the last day of class. Tasks that are not submitted at all will receive 0.
	If you are going to miss classes for more than one week due to illness or other reasons, please contact your lecturer to arrange alternative options for performing tasks.
	Note: deadlines work both ways, and meeting them ensures that your lecturer will provide prompt feedback on your tasks to make sure you keep up with the course.
	QR Code:
Lecturer's response time	Via corporate e-mail, within 24 hours.
Efficient communication	Efficient communication is a two-way street!!!
	Therefore, the main recommendations for efficient communication include: corporate e-mail directly to the course lecturer; personal communication with classmates via social media/corporate e-mails/mobile phones; communication directly in the course on the Moodle distance platform; and a face-to-face meeting with the lecturer on consulting days.
Policy of publication and distribution of course materials	Students are not allowed to post, publish, sell, or otherwise publicly distribute course materials without the written permission of the lecturer.
	Such materials include, but are not limited to: lecture notes, lecture slides, video or audio recordings, tasks, problem sets, exams, other students' work, and answer keys.
	Students who sell, post, publish, or distribute course materials without written permission in order to get answers or otherwise can be subject to disciplinary action, up to and including being required to withdraw from the course. Besides, students are not allowed to make video or audio recordings of the class for their own use without the written permission of the lecturer.
Expected student workload and engagement	During this course, you should allocate some hours for independent study of some lecture materials in accordance with the course topics (approximately 5-6 hours per week).
	If you face circumstances requiring you to spend more time on any of the tasks, please inform your lecturer by e-mail.
	The deadline for submission can be extended only if the lecturer is informed in advance that you will not be able to submit the task on

	time. Students are expected to have a backup plan in case of computer malfunctions or Internet outages.
Support services	E-schedule Library Supervisor Repository Dean's Office

Course schedule	Lecture topic	Practical classes	
	Topic 1. Introduction to the psychology of leadership Topic 2. The history of the emergence and development of the psychology of leadership	1. *Oral questioning* 2. *Practical tasks* 3. *Homework tasks* 4. *Checking questions submitted for independent study* 5. *Writing a report* 6. *Tests*	
	Topic 3. Theoretical foundations of leadership psychology	1. *Oral questioning* 2. *Solving practical tasks* 3. *Homework tasks* 4. *Checking questions submitted for independent study* 5. *Tests*	
	Topic 4. Psychology of organizational behaviour	1. *Oral questioning* 2. *Solving practical tasks* 3. *Homework tasks* 4. *Checking questions submitted for independent study* 5. *Tests*	
	Topic 5. Applied areas of organizational leadership psychology	1. *Oral questioning* 2. *Solving practical tasks* 3. *Homework tasks* 4. *Checking questions submitted for independent study* 5. *Tests* 6. *Protection of individual tasks*	

Tips on successful study during the course	If you want to succeed in this discipline, you should be:
	    - persistent, attentive and curious;
	    - creative, cheerful, and open to communication and discussions;
	    - ready to acquire information and knowledge about the subject not only during lectures but also during extracurricular activities.
	See you at classes!