



## LEADERSHIP: CONCEPTS AND STRATEGIES

<b>Credit points:</b>	<b>3 CP</b>
<b>Study course annotation</b>	The course is designed to give students an understanding of the abilities, skills and competences required of a leader and manager to succeed in today's changing world. Students will be introduced to structuring and directing the activities of an organisation and/or a company in order to maximise the effectiveness of achieving objectives and motivating employees to act collectively.
<b>Aim of the study course</b>	Develop an understanding of the leadership strategies and tactics that enable you to make your life more effective and achieve your life and career goals.
<b>Tasks of the study course</b>	<ul style="list-style-type: none"> <li>- develop an understanding of leadership and management concepts, theories, strategies and tactics, and how to apply them in practice;</li> <li>- develop personal leadership skills and the ability to use appropriate solutions for personal and professional analysis;</li> <li>- develop practical skills in planning, implementing and analysing organisational strategy through the four performance disciplines;</li> <li>- acquire knowledge about leadership and effectiveness and its role in personal and professional development.</li> </ul>
<b>Study results</b>	<b>Knowledge</b>
	<ul style="list-style-type: none"> <li>- leadership and leadership concepts, strategies and tactics;</li> <li>- the abilities, skills and competences required of a leader and manager;</li> <li>- strategy planning, implementation and analysis.</li> </ul>
	<b>Abilities</b>
	<p>Students:</p> <ul style="list-style-type: none"> <li>- Understand the principles of personality systems in organisations, and are able to apply appropriate personality and professionalism analysis solutions;</li> <li>- Understand leadership and managerial roles and the habits of effective managers; be able to apply the acquired knowledge and skills in business-related decision-making;</li> <li>- Understand the impact of trustworthiness on the effective functioning of an organisation; know the main methods and tools for building trustworthiness.</li> </ul>
<b>Study results</b>	<b>Competences</b>
	<p>Students:</p> <ul style="list-style-type: none"> <li>- are able to describe leadership and effectiveness theories and strategies, and are able to apply the acquired knowledge in practice, making decisions appropriate to the situation;</li> <li>- are able to implement an organisational strategy related to changes in the internal culture of the organisation by applying the tactics learned.</li> </ul>
<b>Study course plan:</b>	
<b>No.</b>	<b>Topics</b>
1.	Leader and leadership. Leadership as a social, cultural and psychological phenomenon. Basic theories of leadership. Leadership models and styles.
2.	Leadership and effectiveness: theory, . concepts and strategies.
3.	The leader and the group. Leadership in the organisation.
4.	Personal leadership and effectiveness: building organisational personal development systems, current solutions for personal and professional analysis.
5.	The leader and his personality. The seven habits and four essential roles of effective managers.
6.	Reliability and its impact on the effective functioning of the company/organisation.



7.	Four performance disciplines for planning, implementing and analysing a successful strategy for organisations.
8.	The impact of leadership on performance and change.
<b>Form of final examination:</b> Differentiated written assessment (test)	
<b>Mandatory literature of the study course:</b>	
<ol style="list-style-type: none"><li>1. Leitis, V. Vadītāja spējas. Kā vadīt uzņēmumus un ļaudis. Praktisks kurss / Voldēmars Leitis.- Rīga: AVOTS, 2019. - 246 lpp.</li><li>2. Ibarra, H. Act like a leader, think like a leader. Harvard Business Review Press / Herminia Ibarra. - 2015. - 153 p.</li></ol>	
<b>Study course supplementary literature:</b>	
<ol style="list-style-type: none"><li>1. Kovejs S.R. (2018) Ļoti veiksmīgu cilvēku 7 paradumi. Rīga: Zvaigzne ABC</li><li>2. Gaile, A., Pavlova M. Efektīva vadītāja rokasgrāmata. Rīga: Valsts kanceleja, 2017. <a href="https://www.mk.gov.lv/lv/media/5408/download">https://www.mk.gov.lv/lv/media/5408/download</a></li><li>3. Līdera ABC, Latvijas Investīciju un attīstības aģentūra</li><li>4. Blanchard Ken .Self leadership and the one minute manager. Harper Collins e-books / Ken Blanchard. - 2011. - 171 p.</li><li>5. Makčesnijs, K., Kovejs, Š., Halings, Dž. 4 izpildes disciplīnas. Rīga: Zvaigzne ABC, 2018.</li><li>6. Kogon K., Rinne L., Merril A. (2014) The 5 Choices: The Path to Extraordinary Productivity. New York: Simon &amp; Schuster.</li><li>7. Covey S.M.R. (2006) The Speed of Trust: The One Thing that Changes Everything. New York: Simon &amp; Schuster.</li><li>8. Merrill A. R., Davis T., Simpson M., Moon S.D. (2017) Talent Unleashed: 3 Leadership Conversations to Ignite the Unlimited Potential in People. New York: Post Hill Press.</li><li>9. Simpson M.K. (2014) Unlocking Potential: 7 Coaching Skills That Transform Individuals, Teams, and Organizations. Washington: Grand Harbor Press.</li><li>10. Covey S.R., Whitman B., England B. (2009). Predictable Results in Unpredictable Times. New York: RosettaBooks.</li><li>11. Turlajs, V. Transformatīvās līderības ietekme radošumu veicinošana organizācijas klimata pilnveidošanai, Banku augstskola un RISEBA, 2020. <a href="https://www.ba.lv/wpcontent/uploads/2014/10/promocijas-darba-kopsavilkums-1.pdf">https://www.ba.lv/wpcontent/uploads/2014/10/promocijas-darba-kopsavilkums-1.pdf</a></li></ol>	
<b>Periodicals and other sources of information:</b>	
<ol style="list-style-type: none"><li>1. Datu bāze EBSCO <a href="http://search.ebscohost.com">http:// search.ebscohost.com</a></li><li>2. Datu bāze SCOPUS <a href="http://www.scopus.com">http://www.scopus.com</a></li><li>3. <a href="http://www.csb.gov.lv">www.csb.gov.lv</a></li><li>4. <a href="http://ec.europa.eu/eurostat">http://ec.europa.eu/eurostat</a></li></ol>	
<b>During the study process changes and additions to the program and the list of references are possible</b>	