



LEADERSHIP AND ORGANIZATIONAL BEHAVIOUR

Credit points	3 CP		
Duration of the study course	2 sem. (study programme 90 CP) / 3 sem. (study programme 120 CP)		
Study course annotation	Subject of study course - leadership and team building in modern organization. The course provides students with an understanding of: leadership theories and concepts; formation and application of leadership qualities; leadership styles and their effectiveness; communication and team building; conflict and change management principles. Lectures, workshops, debates and case studies are used to achieve these goals. In addition, the course provides students with independent research in areas of particular interest to them.		
The aim of the course	The goal of the course is to provide students with knowledge and competencies in leadership, as well as to determine leadership behavior. Provide tools to develop understanding of: leadership styles and their effectiveness; communication and team building; conflict and change management principles.		
Description of the results of the study course and assessment criteria:	Knowledge	Skills (knowledge, communication, general skills)	Competence (analysis, generalization and evaluation)
	<ul style="list-style-type: none"> • Leadership theory and typology; • peculiarities of leadership development and specifics of their implementation; • basic principles of communication management; • team building and conflict management techniques. 	<ul style="list-style-type: none"> • Analyse organizational management styles, formulate and reason problems; • identify appropriate team management methods; • identify and justify application of conflict management methods; • make informed and objective decisions in the management process; • assess the need for change management and choose appropriate methods; • apply the acquired theoretical and practical knowledge, ensuring his / her competitiveness in the labour market; • apply the knowledge gained in the program in different life and business situations, working in a team or individually. 	<ul style="list-style-type: none"> • Independently obtain, select, evaluate information about management processes in the organization; • identify problems related to management processes; • participate in team and team building and management processes; • prepare and present, in a qualified manner, solutions related to team building, conflict resolution and change management, to analyse their results and provide interpretation.
Content of the course	Topics		
	1	The essence of leadership as the foundation of organization management.	
	2	Personal qualities and competencies of a leader.	
	3	Leadership Styles and Concepts.	



	4	Effective communication management.
	5	Group and team management. Team building technologies.
	6	Conflict management. Social conflicts. Participant behavior patterns.
	7	Effective change management.
Form of assessment:	Exam	
Required reading:		
<ol style="list-style-type: none"> 1. Williams, Ron, Weber, Karl/ Learning to Lead: The Journey to Leading Yourself, Leading Others, and Leading an Organization. - Greenleaf Book Group Press, 2019. – 322 p. 2. Gaga, V.A. Leaders and Corporation Holdings. Educational guidance / V. Gaga, S Kozlova, A. Tyutyishev, E. Jaroslavceva; V. Gaga autor's edition. - Madris, 2012. - 183 p. 		
Recommended reading:		
<ol style="list-style-type: none"> 3. Stout, Larry W. Leadership : from Mystery to Mastery / Larry W/ Stout/ - Talsi : Talsu tipografija, 2001. - 244 p. 4. Dessler, G. Management. Principles and Practices for Tomorrow's Leaders / Gary Dessler. - 3rd ed. - Prentice Hall, 2004. - 546, [48] p. 5. Moran, Robert T. Managing Cultural Differences. Global Leadership Strategies for Cross-Cultural Business Success / Robert T. Moran, Philip R. Harris, Sarah V. Moran. - 8th ed. - Elsevier Inc., 2011. - 570, [15] p. 		
Other information sources:		
<ol style="list-style-type: none"> 1. Strategic Management Journal [online]. Online ISSN: 1097-0266 . [skatīts 30.05.2018.]. Pieejams EBSCOhost Business Source Complete http://search.ebscohost.com/login.aspx?direct=true&db=bth&jid=SM 2. Business strategy, available: http://businesscasestudies.co.uk/business-theory/strategy/business-strategy.html#axzz2nMRhasnH 3. In addition, you are encouraged to read the economics pages of at least one of the following publications on a regular basis: The Economist, The Wall Street Journal, The Financial Times, The New York Times. 		
During the study process changes and additions to the program and the list of references are possible		