



INTERNATIONAL MANAGEMENT INSTITUTE BHUBANESWAR

Post Graduate Diploma in Management (PGDM), Vedanta

Leadership & Managerial Effectiveness, Term IV

Credits: 02, Session Duration: 90 Minutes

Year: 2018

Faculty: Prof. Yamini Prakash Sahay

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Consulting hours: 9.30 am to 5.30 pm (subject to availability)

1. Course Objectives:

The course is designed to explore what leaders really do to meet adaptive challenges in their environment. It looks at leadership as a process of self-transformation and organizational renewal. Taking a descriptive as well as a prescriptive approach, the course distinguishes between leadership and management. This course will create a model of leadership that addresses key competencies required to succeed in a complex, knowledge driven environment. At the end of the course the students are expected to gain insights into:

- (a) What are the foundational values that determine leadership behavior?
- (b) Action choices for leaders who have to engage in adaptive work in organizations.
- (c) Development and dispersal of leadership within organization and community.

Pedagogy:

It will be a judicious mix of lectures, case analysis & discussion, exercises/games, class-discussions and project/assignments.

Course Evaluation:

Assignment/Project	40% + 20%
End-term	40%

2. Readings:

Textbook:

1. Yukl, Gary (2013). Leadership in Organizations, 8th ed. New Delhi: Pearson.

Other Readings:

2. Northouse, P. G. (2010). Leadership: Theory & Practice (5th edition). London: Sage.
3. Sinha, J. B. P. (1984). A Model of Effective Leadership Styles in India, International Studies of Management & Organization, Vol 14, No. 2/3, pp 86-98.

*Cases and Additional readings will be distributed from time to time.

4. Session Plan

Session	Topic	Reading*
1	Introduction to Nature of Leadership	Chapter 1
2	Traits, Motives, and Characteristics of Leaders	Poly Copy
3	Emotional Intelligence and Leadership	Poly Copy
4	Dyadic Role Making and Followership	Chapter 5
5-6	Contingency Approaches of Leadership	Chapter 8
7-8	Charismatic and Transformational leadership	Chapter 9
9	Leading Change in Organizations	Chapter 10
10	Leadership in Groups and Teams	Chapter 11
11	Strategic Leadership	Chapter 12
12	Indian and Cross-cultural Leadership	Poly Copy
13	Revision	
14	Exam	