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S4MRH530_2018 - IMPROVING YOUR LEADERSHIP AND TEAMWORK	2

Number of ECTS credits : 2

Course language : Anglais

Course leader : GUYOT Alexis

≡ COURSE DESCRIPTION

This seminar allows participants to gain an understanding of key dimensions related to leadership and teamwork in a work environment. Different key topics are presented in this seminar: what leadership is and how to make a leadership contribution; the different Leadership styles, their benefits and to know when to use them; the key attributes required to lead a team; how to create, inspire and maintain successful teams; communication for developing teams; how to apply coaching skills and principles to lead teams; how to build a powerful vision for leadership development. At the end of this seminar participants will be able to assess when and how they can make a leadership contribution; they will know what the benefits of each leadership styles are and when to use them; and they will develop team coaching skills.

≡ COURSE OBJECTIVES

For participants to a gain an understanding of:

- What leadership is and how to make a leadership contribution
- The different Leadership styles, their benefits and to know when to use them
- The key attributes required to lead a team
- How to create, inspire and maintain successful teams
- Communication for developing teams
- How to apply coaching skills and principles to lead teams
- How to build a powerful vision for leadership development

≡ LEARNING GOALS

LG04 - Action : Make proposals, take initiatives

≡ TACKLED CONCEPTS

- Leadership versus management
- Relational intelligence
- The stages of team development towards entrainment
- Key success factors for making the team effective
- The necessity of authenticity
- Stepping up & responsibility
- Elements of human capital

≡ LEARNING METHODS

Interactive Role Plays / Exercises / Videos

≡ ASSIGNMENTS

Active Oral Participation

≡ BIBLIOGRAPHY

The new managerial grid - R. Blake, J. Mouton - Gulf Publishing Co. 1978
The leadership experience - R. Daft - Thomson, South-Western, USA 2002
Leadership - R. Hughes, R. Ginnett, G. Curphy - Mc Graw Hill, USA 2001
The jack welsh lexicon of leadership - J. Krames - Mc Graw Hill, USA 2002
The human side of enterprise - Mc Gregor - Mc Graw Hill, 1960
The cycle of leadership - N. Tichy - Harper Business, USA 2002
The leadership engine - N. Tichy - Harper Business, USA 1997
The new leadership - V. Vroom, A. Jago - Prentice Hall, USA 1988
Primal Leadership - D. Goleman - HBR Press 2003
Additional material will be given in class

≡ EVALUATION METHODS

100 % : Contrôle Continu

≡ SESSIONS

1 What is Leadership?

LECTURE : 03h00

Definition of what is leadership & leadership versus management

2 Perception & Reality

LECTURE : 03h00

Awareness on our perception as leader & impact on our communication

3 What is a vision?

LECTURE : 03h00

Definition, benefits & examples

4 How to build a team

LECTURE : 03h00

Steps for building an efficient team and teamwork lide cycle

5 Leadership styles

LECTURE : 03h00

Adaptation of leadership styles according to the situation
