

Course Code	COM2MN102				
Course Title	LEADERSHIP AND TEAM BUILDING				
Type of Course	Minor				
Semester	II				
Academic Level	100 - 199				
Course Details	Credit	Lecture per week	Tutorial per week	Practical per week	Total Hours
	4	3	-	2	75
Pre-requisites	Having basic knowledge of various concepts of Human Resource Management and Entrepreneurship				
Course Summary	This course explores deeper into leadership theory and practice successful leadership models. Simultaneously, students will learn to build teamwork skills as well. Teamwork depends on different, complementary points of view to seize hidden opportunities, overcome difficult obstacles, and achieve challenging objectives to reach a common goal. Although this course focuses on leaders, it provides anyone with more effective skills to succeed in corporate life.				

Course Outcomes (CO):

CO	CO Statement	Cognitive Level*	Knowledge Category#	Evaluation Tools used
CO 1	Posses Leadership Skills to Lead a Team	U	C	Instructor-created exams / Quiz
CO 2	Build an effective Team and Drive it	Ap	P	Practical Assignment / Exam Observation of Practical Skills
CO 3	Set Goals and Motivate the team to achieve it	Ap	P	Seminar Exam Presentation / Group Tutorial Work
CO 4	Listen and Communicate Effectively	Ap	P	Seminar Exam Presentation / Group Tutorial Work
CO 5	To Inspire and Lead effectively	Ap	P	Seminar Exam Presentation / Group Tutorial Work
* - Remember (R), Understand (U), Apply (Ap), Analyse (An), Evaluate (E), Create (C) # - Factual Knowledge(F) Conceptual Knowledge (C) Procedural Knowledge (P) Meta cognitive Knowledge (M)				

Detailed Syllabus:

Module		Content	Hrs	Marks 70
		An overview of Leadership	12	15
I	1	Leadership Basics-Definition and importance of leadership-Key features of effective leadership	2	
	2	Leadership Theories-Transactional, Transformational, Contingency, Situational, Great Man, Trait, Behaviorist theories	4	
	3	Styles of leadership- Democratic, Autocratic, Laissez-faire, Transformational, Transactional leadership	4	
	4	Importance of self-awareness in leadership	2	
		Team Building	10	20
	5	Concept of team-Types of Team: Manager-led Teams, Self-managing Teams, Cross-functional Teams, Virtual Teams	2	

II	6	Characteristics of effective teams in business-Barriers to teamwork and how to overcome them	2	
	7	Concept of team building-Guiding principles-Steps to building an effective team	2	
	8	Types of team-building activities-Core components of teamwork— Teamwork skills	2	
	9	Group dynamics and team work- Group cohesiveness	2	
III		Motivation and Goal Setting	12	20
	10	Theories of motivation (Maslow's Hierarchy of Needs, Herzberg's Two-Factor Theory, Self-Determination Theory)	2	
	11	Factors influencing motivation (biological, psychological, social)- The role of motivation in personal and professional life	2	
	12	Motivating teams and individuals in a workplace setting	2	
	13	Introduction to Goal Setting-Importance of goal setting Benefits of setting clear and achievable goals	2	
	14	Goal Setting Techniques-SMART criteria for goal setting (Specific, Measurable, Achievable, Relevant, Time-bound)	2	
	15	Strategies for overcoming obstacles and setbacks	2	
IV		Communication and Conflicts Resolution	11	15
	16	Communication skills in leadership-Effective communication strategies	2	
	17	Techniques for active listening and feedback	1	
	18	Concept of conflict resolution-Techniques for managing conflicts constructively	2	
	19	Ethical leadership principles	2	
	20	Digital leadership skills	2	
	21	Emerging trends in leadership and team building process	2	
V		Practicum: It is recommended to conduct the following practical exercises		
	1	Seminar/Group discussions/debate 1. The role of recognition and rewards in team motivation 2. The impact of technology on leadership styles		
	2	Role play/simulation training/ management game or any other hands-on training relating to leadership and team building process. 1. Create role-playing exercises that simulate workplace scenarios and assign different leadership roles and challenge students to respond to dynamic situations. 2. Conduct workshops focused on team-building exercises and activities.		
	3	Conduct at least two case studies: Design real or hypothetical leadership and team-building scenarios for analysis and encourage students to discuss and solve problems based on the cases.	30	

4	<p>Course Project</p> <p>1. Organize industrial visit to understand the corporate culture and HR practices.</p> <p>2. Use self-assessment tools to help students understand their leadership styles and develop action plans based on assessment outcomes for personal leadership development.</p>	
5	<p>Outdoor team building activities:</p> <p>Plan team-building activities in an outdoor setting and explain the experiences to extract lessons applicable to teamwork and leadership.</p>	

References :

- 1) The 17 Indisputable Laws of Teamwork: Embrace Them and Empower Your Team by John C Maxwell
 - 2) The Five Dysfunctions of a Team: A Leadership Fable by Patrick Lencioni
 - 3) Crucial Conversations: Tools for Talking When Stakes are High by Kerry Patterson, Joseph Grenny, et al
 - 4) Talking to Strangers: What We Should Know about the People We Do Not Know by Malcolm Gladwell
- Team of Teams: New Rules of Engagement for a Complex World by Stanley McChrystal, Tatum Collins, et al.

Mapping of Cos with POs and PSOs

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PSO1	PSO2	PSO3	PSO4	PSO5	PSO6	Blooms Level
CO1	3	2	3	2	2	2	2	3	3	2	3	3	2	Apply
CO2	3	2	2	2	2	2	1	2	3	1	3	2	2	Create
CO3	3	3	3	2	2	2	1	2	3	2	2	3	2	Analyse
CO4	3	2	2	2	2	2	2	2	3	2	3	2	1	Apply
CO5	3	2	1	2	2	2	1	2	3	3	2	2	2	Evaluate / Create