Gyanmanjari
Innovative University

Subject: Leadership & Team Management - DETXX11103

Type of course: Skill Enhancement Courses (SEC)

Prerequisite: NA

Rationale:

Leadership and team management involve making informed and timely decisions. Leadership and team management skills are crucial for handling conflicts constructively. Leaders who are skilled in conflict resolution can turn disagreements into opportunities for growth and learning. In today's rapidly changing business landscape, leadership and team management skills are vital for navigating uncertainty and leading the organization through change. Leadership and team management skills are crucial for creating inclusive environments where diverse perspectives are valued, leading to better decision-making and problem-solving.

Teaching and Examination Scheme:

Teaching Scheme			Credits	Examination Marks					Total Marks
				Theory Marks		Practical Marks		CA	
CI	T	P	C	ESE	MSE	V	P	ALA	
2	0	0	2	60	30	10	0	50	150

Legends: CI-Class Room Instructions; T – Tutorial; P - Practical; C – Credit; ESE – End Semester Examination; MSE- Mid Semester Examination; V – Viva; CA-Continuous Assessment; ALA- Active Learning Activities.

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Continuous Assessment:

Sr.No	Active Learning Activities	Marks
1	**Quiz** MCQ Test will be conducted on Moodle (10 MCQs from each module).	10
2	**Research and Analysis:** Faculty will provide topics and students have to search and prepare report (such as importance of team management, best leaders world wide etc. Upload report on GMIU Web portal.	10
3	**Student's Preference:** In this activity students have to do some activity as their own thought about Leadership and Team Management. Upload data on GMIU Web Portal.	10
4	**Assignment:** Assignment will be given by the faculty and students have to write the answer and upload on GMIU Web portal.	10
5	**Attendance**	10
	Total	50

Course Content:

Sr. No	Course content	Hrs.	% Weightage
1	**Introduction Features** • Definition and meaning • Importance of leadership • Role of leader • Leader vs. Manager • Essential qualities of an effective leader	7	25
2	**Leadership Behavior** • Styles of leaders (Autocratic, Bureaucratic, Charismatic, Democratic, Laissez-faire, Servant, Situational) • Leadership skills • Leadership traits • Five P's of leadership (Levels of leadership)	8	25

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3	**Introduction of Team** • Meaning, Characteristics • Need of team in organization • Team Process • Group VS. Team • Phases of team development • Types of team	7	25
4	**Team and its conflicts** • Causes of conflicts • Managing team conflicts • Decision making (Process& Barriers of decision making) • Problem Solving (Steps) • Team Leader and their challenges	8	25

Suggested Specification table with Marks (Theory): 60

	Distribution of Theory Marks (Revised Bloom's Taxonomy)					
Level	Remembrance (R)	Understanding (U)	Application (A)	Analyze (N)	Evaluate (E)	Create (C)
Weightage	10%	30%	30%	20%	10%	-

Note: This specification table shall be treated as a general guideline for students and teachers. The actual distribution of marks in the question paper may vary slightly from above table.

Course Outcome:

After learning the course, the students should be able to:	
CO1	Understand how to develop leadership qualities.
CO2	Understand how to lead during times of crisis, uncertainty, and adversity.
CO3	Gain a comprehensive understanding of various leadership theories and models, including trait theory, behavioral theory, contingency theory, transformational leadership, etc.
CO4	Understand the challenges of managing change within a team and learning strategies to navigate change successfully.
CO5	Learn techniques to identify and address conflicts within the team and to collaboratively solve problems.

Instructional Method:

The course delivery method will depend upon the requirement of content and need of students. The teacher in addition to conventional teaching method by black board, may also use any of tools such as demonstration, role play, Quiz, brainstorming, MOOCs etc.

From the content 10% topics are suggested for flipped mode instruction.

Students will use supplementary resources such as online videos, NPTEL/SWAYAM videos, e-courses, Virtual Laboratory

The internal evaluation will be done on the basis of Active Learning Assignment

Practical/Viva examination will be conducted at the end of semester for evaluation of performance of students in laboratory.

Reference Books:

[1] Leadership, BySaxena, Sanjay, Awasthi, Purnima, ISBN : 9788120339293, PHIIndia

[2] Managerial Leadership In Multicultural Organisations, By Ramakrishnan, Kunneth, ISBN: 9788120347229, PHI India