Course Code	COM2MN102
Course Title	LEADERSHIP AND TEAM BUILDING
Type of Course	Minor
Semester	I

Academic Level	200 - 299				
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
CO1	Understand leadership theories, styles, and approaches.	U	C	Instructor-created exams / Quiz
CO2	Apply team building skills through group collaboration.	Ap	P	Practical Assignment / Observation of Practical Skills
CO3	Apply leadership theories to real-world scenarios and case studies.	Ap	P	Seminar 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
I		**An overview of Leadership**	12
	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
II		**Team Building**	10
	5	Concept of team-Types of Team: Manager-led Teams, Self-managing	2

		Teams, Cross-functional Teams, Virtual Teams	
	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**
	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**
	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		**Open Ended Module, Practical Exercises**	**30**
	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.	

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

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
5) Team of Teams: New Rules of Engagement for a Complex World by Stanley McChrystal, Tantum Collins, et al.