The 21st Century has witnessed constant upheavals caused by rapid technological changes, globalization and changing employee values. It is in this context that leaders must enact effective behavior in order to bring out the best in their followers and enhance organizational effectiveness. Organizational effectiveness is no longer driven alone by the availability of capital and machines. Increasingly, managers are beginning to realize that they need to harness the creative energies of the people that they work with: Human Capital.

This course is premised upon the philosophy that leadership plays a critical role in organizational success, and that effective leadership is able to bring out the best in every member of an organisation in the context of constant change in the external environment.

We will take a multi-disciplinary approach toward the examination of key issues related to leadership. For instance, in some of the readings, when biographers take a decided political science viewpoint toward leadership, we will use ideas from that discipline to draw important leadership lessons. For others, it could well be from a developmental psychology viewpoint when leaders talked about the life events that shaped their leadership philosophies. Yet others could be from an organizational behavior viewpoint, talking about how they brought about successful changes in their organisations.

As we critically contemplate the different perspectives on the leadership process, we will also be critically reflecting on our personal effectiveness as leaders, and identify areas that we would want to bring about change.

Course Objectives

At the end of the course, students will have deep understanding of the following key issues: What is leadership? What are the forces that shape a leader's behaviors? How does one empower followers? How to appreciate the situational context in order to bring about changes successfully? How does one become an effective coach and mentor? How effective am I as a leader? How can I learn and change?
All the above information should equip the BBA students’ with the necessary behavioral skills, values, and body of knowledge to be better leaders for their immediate and long-term future.

**Key Course Topics**

1. What is leadership? What is the difference between Leadership and Management?
2. Are leaders born or made?
3. Leadership in the 21st Century
4. Leadership and Culture
5. Leadership Traits
6. Power, influence and empowerment
7. Transformational Leadership
8. Leadership and Teams
9. Leadership and Learning
10. Mentoring and Coaching

**Basic Text**


Supplementary readings will be made available on E-Reserves that provide a guide to go deeper into a specific subject.

**Methods of Assessment**

1. **Individual Assessment: 60% of total, consisting of**
   - Individual Learning Portfolio 45%
   - Class Attendance & Participation 15%

2. **Group Assessment: 40% of total, consisting of**
   - Group Project Report 25%
   - Group Project Presentation 15%