

Course Code	Course Title	L	T	P	C
OLMBA603	Leadership and Team Building	3	1	0	4
Pre-requisite	NIL	Syllabus version			
		1.0			
Course Objectives:					
1. Understanding major leadership theories and researches undertaken on leadership.					
2. Understanding the role and importance of leader.					
3. Learning to lead through organizational growth and business transformation.					
4. Recognizing the leadership challenges in leading millennial, genius group and equals.					
Course Outcomes:					
1. Apply the learnt leadership theories and perspectives to analyse and evaluate leadership processes, and team work.					
2. Analyse the impact of their own leadership style and adapt it accordingly.					
3. Develop a high-performance team in the workplace.					
4. Lead the organizations through growth and transformation.					
Module:1	Inspirations on Leadership				
Realizing the need for leadership, Leadership concept, connotations, traits, Different Leadership styles and models; Differentiating leaders from managers, Handling Influence, Self-leadership.					
Module:2	Leading through organization growth				
Leading during different phases of organizational growth; stages of economic cycles and business transformation, Leading for non-profit endeavors.					
Module:3	Leadership Styles and Approaches				
Autocratic, democratic, laissez-faire leadership, charismatic, visionary, servant leadership, situational leadership, and Leadership in crisis situations.					
Module:4	Research studies on Leadership				
Ohio-state University, Michigan studies, Blake and Mouton's study, MIT Sloan study, Hersey and Blanchard's study, Adopting views of leadership experts: Larry Greiner, Rensis Likert, Warren Bennis, McGregor, Victor Vroom.					
Module:5	Leading Teams and Managing Performance				
Understanding the group dynamics, Creating High-Performance Teams, building a Positive and Productive Team, Understanding Social Identity, Providing Generative Coaching/Feedback.					
Leadership Challenges - Leading the Millennial generation; Leading equals, Leading a genius workforce.					
Module:6	Leading Self				
Self-Discovery (Awareness of personal values, beliefs, and vision that motivates behavior- Personal SWOT- Trust: Openness, confidentiality, blind spot and unknown part of the personality- Self-disclosure, seeking feedback, self-reflection, introspection, and self-management).					
Module:7	Bringing Change and Innovation				
Diagnose the need for organizational change - Utilization of change model - Ways to overcome resistance to change- Steps for driving innovation in organization organizational culture into a culture of innovation.					
		Total Hours		120 Hrs.	

Text Book(s)			
1.	Peter G. Northouse, (2016), Leadership: Theory and Practice, 7th edition, SAGE Publications.		
2.	Robert N. Lussier, Christopher F. Achua, (2016), Leadership: Theory, Application, & Skill Development, 6th edition, Cengage Learning.		
Reference Books			
1.	Ram Charan, Stephen Drotter, James Noel (2011), The Leadership Pipeline: How to Build the Leadership-Powered Company, 2nd edition, Wiley.		
2.	Stephen P. Robbins, Timothy A. Judge, Neharika Vohra, (2013), Organizational Behavior, 15th edition, Pearson Education.		
Mode of Evaluation: Quiz/ Assignment/CAT/FAT			
Recommended by Board of Studies		02-11-2023	
Approved by Academic Council		No. 72	Date: 13-12-2023