**Title of the course:** Psychology of Leadership

**Course code:** PSYM21-WO-104

**Head of the course:** Kádi Anna

**Academic degree:** PhD

**Position:** Senior lecturer

**MAB Status:** A (T)

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| **Az oktatás célja angolul** |

**Aim of the course**

This course serves as an introduction to leadership theories and the psychology of leadership. As a result of the course students will have a comprehensive picture of the definition, main approaches and processes of leadership. The focus of the course is the 21st century leadership. What are the challenges of modern leadership? What leadership competences and psychological characteristics are expected from today’s managers and leaders? Students will be able to recognize and conceptualise leadership problems, plan and implement evidence based leadership development interventions.

**Learning outcome, competences**

Knowledge:

* Definition of leadership and the development of leadership concepts
* Leadership processes: power, influence and trust in organizations
* The role of personal characteristics in effective leadership: emotional competences, cognitive and complexity, moral development and personality
* Cross cultural leadership

Skills:

* Understanding leadership roles, tasks and contingencies.
* Recognising and conceptualising leadership problems

Attitudes:

* Evidence based work
* Ethical and responsible leadership

Autonomy, responsibility:

* Students are able to give an opinion and a description on their own about the observed leadership style and its possible effects.
* The opinion should be presented in accordance with the ethical guidelines of psychology and ethical principles of the institution.

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| **Az oktatás tartalma angolul** |

**Topics of the course**

* Importance of evidence based leadership today
* Differentiating management and leadership
* Leadership functions and roles. Measuring added value and impact of leadership on teams and organizations
* Understanding followership and shared leadership
* Earlier theories of leadership: trait, skills, behaviour, style, LMX, psychodynamic
* Transformational, authentic and servant leadership
* Leadership as a process: power, influence and trust
* The social identity approach to effective leadership
* Emotionally intelligent and resonant leadership. Neuroleadership
* Self and moral development role in leadership
* Strength based leadership and the effect of positive psychology on leadership practice
* Diversity: managing cultural, generational and gender differences, results of GLOBE studies
* Integrating leadership theories: implications to leadership development

**Learning activities, learning methods**

* Presentations
* Experiential exercises

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| **A számonkérés és értékelés rendszere angolul** |

**Learning requirements, mode of evaluation, and criteria of evaluation:**

Requirements

* knowledge of the course materials and the readings
* interviewing a real leader on their leadership role, tasks and challenges

Mode of evaluation: exam mark

* test
* interview

Criteria of evaluation:

* correct answers to test items (70%)
* meeting the requirements of the interview (30%)

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| **Idegen nyelven történő indítás esetén az adott idegen nyelvű irodalom:** |

**Compulsory reading list**

* Northouse. P. (2010) Leadership: Theory and Practice. Fifth edition. –Western Michigan University. Sage.

**Recommended reading list**

* Alimo-Metcalfe, B. (2013) A Critical Review of Leadership Theory. In The Wiley-Blackwell Handbook of the Psychology of Leadership, Change, and Organizational Development (eds H. S. Leonard, R. Lewis, A. M. Freedman and J. Passmore), John Wiley & Sons, Oxford.
* Brodbeck F.C. (2008). Leadership in Organizations. In An introduction to work and organizational psychology: A European perspective / Ed. by Nik Chmiel. 2nd ed. Malden, MA; Oxford; Victoria: Wiley-Blackwell, 281-306.
* Eberhardt, D., Majkovic, A. (2015) The Future of Leadership - An Explorative Study into Tomorrow's Leadership Challenges-Springer.
* Haslam, S. A., Reicher, S. D. & Platow, M. J. (2011): The New Psychology of Leadership: Identity, Influence and Power. New York, NY: Psychology Press.
* House, R. J. At al (2004) Culture, Leadership and Organizations: The GLOBE Study of 62 Societies. Sage.
* Livermore, D. (2009) Leading with Cultural Intelligence: The New Secret to Success. AMACOM.
* Messick, David M. and Roderick M. Kramer (2005): The Psychology of Leadership. New Perspectives and Research. New York: Lawrence Erlbaum Associates
* Paschen, M. and E. Dihsmaier (2014) The psychology of human leadership; how to develop charisma and authority; Heidelberg. New York: Springer.

**Course-specific information (specific to a given lecture or seminar)**

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| **General data** |

**Specific (sub)title of the course (if relevant):**

**Specific (sub)code of the course (if relevant):**

**Date and place of the course:**

**Name of the lecturer:**

**Department of the lecturer:**

**Email of the lecturer:**

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| **Specific syllabus/schedule of the lecture/seminar (if relevant)** |

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| **Further specific information (eg. requirements) (if relevant)** |

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