**Title of the course:** Leadership- and Organizational Development Trends and Methods

**Course code:** PSYM21-WO-103

**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 is an introductory course which provides an overview of the history and evolution of organizations and leadership – management development and the main approaches which represents the milestones of the development. As a result of the course student will have a solid theoretical background on the skills and practice of leadership and organizational development.

**Learning outcome, competences**

knowledge:

* History, evolution and the main evidence based approaches of leadership, management and organizational development

attitude:

* Commitment to integrating several approaches
* Becoming an evidence based practitioner

skills:

* Conscious application of leadership and organizational development methods and tools

autonomy, responsibility:

* On the basis of their knowledge, students are able to interpret the organizational procedures on their own, in the context of psychology
* The acquired knowledge should be applied in accordance with the ethical guidelines of psychology
* They should fully respect the rules of the given organization.
* Students are aware of the limits of their competence and the knowledge they acquire should be applied only for purposes corresponding to its level.

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| **Az oktatás tartalma angolul** |

**Topics of the course**

* Definition and history of leadership and organizational development
* The development of LD and OD in Hungary
* The impact of the main psychological schools on LD and OD
* Five stems of OD
* LD and OD in the 21st century
* Future of LD and OD

**Learning activities, learning methods**

* Lectures
* Case illustrations and experiential learning activities to demonstrate the different approaches

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

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

requirements

* Knowledge of the course material and the readings
* Demonstrating the knowledge of at least three approaches through a case illustration of a leader or organisation development

mode of evaluation: exam mark

* Test
* Preparing a case illustration

criteria of evaluation:

* Answering correctly to test items (60%)
* Preparing a case illustration according to the given requirements (40%)

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

**Compulsory reading list**

* Course materials (presentations)

**Recommended reading list**

* Rothwell, W., Sullivan, R., Stavros, J. and Sullivan A., Eds. (2015) Practicing Organizational Development. San Francisco: Jossey Bass.
* Burke, W. W (1994) Organization Development: A Process of Learning and Changing. Addison-Wesley
* Burke, R. Cooper, C. (2006), Inspiring Leaders. Routledge,
* Garavan, T. N., O’Brien, F., & Watson, S. (2014). Leadership development and organizational success. In K. Kraiger, J. Passmore, N.R. dos Santos & S. Malvezzi (eds.) The Wiley Blackwell Handbook of the Psychology of Training, Development, and Performance Improvement (pp. 354-397). Boston: MA, Wiley-Blackwell. Adair J (2005) How to Grow Leaders. London: Kogan Page.

**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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