RĪGAS TEHNISKĀ UNIVERSITĀTE

RTU Course "Leadership"

02C60 Rīgas Biznesa skola

General data

Code	BS0051
Course title	Leadership
Course status in the programme	Compulsory/Courses of Limited Choice
Responsible instructor	Claudio Andres Rivera
Academic staff	Gregory Scott Mathers
Volume of the course: parts and credits points	1 part6.0 ECTS credits
Language of instruction	LV, EN
Abstract	The study course will look at the key challenges that a company needs to solve in order to successfully develop adaptability and cope with constant change while working with high performance. Particular attention will be paid to the organizational and cultural aspects, which often prevent the company from developing and lead to bankruptcy. To make such a change, managers must have a strong intuition that allows them to make managerial, organizational, and business decisions. The “holistic” thinking that good leaders need to have and how to take advantage of it when developing and implementing strategies will also be explored.
Goals and objectives of the course in terms of competences and skills	The aim of the study course is to teach how to get people to recognize the ever-changing reality and take on the challenges associated with it. The tasks of the study course: 1. To develop practical knowledge in managing organizational change 2. To improve change management skills. The leader must be an example of the behaviour he would like to expect from others. This also applies to areas such as personal growth, self-awareness, self-motivation and problem-solving skills. 3. To develop skills to analyse and put into practice human communication skills so that people take individual and collective responsibility to create and improve the conditions in which they find themselves. 4. To develop communication, motivation and decision-making skills will be developed to build a strong management team and manage the dynamics of the organization.
Structure and tasks of independent studies	Students independently analyze the literature of the study course. Analyze cases related to the transformation of companies or organizations, develop implementation plan for the necessary changes, analyze business failures. Prepare for assingmentss, presentations, tests and exams.
Recommended literature	Obligātā/Obligatory: Level Three Leadership: Getting Below the Surface, fifth edition, James G. Clawson, 2011, 472 p. The 7 Habits of Highly Effective People by Stephen Covey, 1989, 381 p. Leaders Eat Last by Simon Sinek, 2014, 381 p. Papildu/Additional: The Five Dysfunctions of a Team by Patrick Lencioni, 2002, 229 p.
Course prerequisites	Bachelor degree.

Course contents

Content	Full- and part-time intramural studies		Part time extramural studies	
	Contact Hours	Indep. work	Contact Hours	Indep. work
Introduction.	4	16	0	0
Understanding Change and its Influence Organizational Dynamics.	18	17	0	0
Building Effective Work Relationships.	28	24	0	0
Leadership, Alignment and Organizational Change.	30	23	0	0
Total:	80	80	0	0

Learning outcomes and assessment

Learning outcomes	Learning outcomes assessment methods and assessment criteria
Able to discuss leading change and organizational transformation.	Tests, situation analysis, homework, presentations, midterm exam, final exam.
Able to employ change management skills.	Tests, situation analysis, homework, presentations, midterm exam, final exam.
Able to analyze and practice the interpersonal and strategic skills leaders use to get people to individually and collectively accept direct responsibility for creating and improving their own circumstances.	Tests, situation analysis, homework, presentations, midterm exam, final exam.
Understands the processes of change and is able to think critically.	Tests, situation analysis, homework, presentations, midterm exam, final exam.

Course tests

Tests	% of final assessment
Tests	5
Situation analysis	5
Homework	20
Midterm exam	25
Final exam	30
Presentations	15
Total:	100

Course planning

Part	Semester			CP	Academic hours			Tests		
	Autumn	Spring	Summer		Lectures	Practical	Lab.	Test	Exam	Work
1.	*	*		6.0	48.0	16.0	0.0		*	