

# LDP3201 Leadership: Principles and Best Practices

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## Code

LDP3201

## Title

Leadership: Principles and Best Practices

## Credits

3

## Description

Leadership is one of the most critical functions that constitute the essence of management competence in modern organizations. It takes mainly strong leaders to prepare the organization to go through essential changes and help it effectively resolve all the difficulties on its way to successful transformation. This course is intended for future leaders who would like to explore the insights of world-class organizational performance, understand the present challenges and trends of the industries, and master skills for leading organizations.

## Objectives

The course framework is organized around guest lectures by prominent business practitioners and academic discussions of contemporary leadership issues. The following modules represent the indicative class topics that you will be learning throughout the course. The modules' sequence is subject to change due to the busy schedule of the speakers and will be announced before the actual presentation. Module 1. Visionary leadership Visionary Leadership Leadership and Organizational Environment Contemporary Leadership Concepts Module 2. Leadership across sectors The Banking Sector Strategic Challenges Leading People in Oil & Gaz Management Consulting: employee engagement and coaching Sustainable Competitive Advantage. Telecommunications Industry Leadership in Public Sector Retailing in Kazakhstan Success in Arts and Music Module 3. Strategic thinking Strategic management: Leadership perspective Module 5. Leading organizational performance Getting right results Leading organizational excellence.

## Outcomes

understand the importance of strategic vision to organizations lead throughout all managerial areas of the organizations analyze and address the present challenges and trends of the industries understand how to build trust and commitment understand how to lead and work effectively in teams understand and apply the principles of ethical leadership develop critical thinking skills and ability to lead others demonstrate communication skills and ability to interact with others

## Assessment

60 % -first and second assessments

40 % -final assessment

## Tentative course outline

### Week1

"Session 1 Course Introduction Session 2 Guest Speaker "

### Week2

"Session 1 Class Discussion Topic: Understanding Leadership Material: Understanding Leadership by W.C.H. Prentice. Harvard Business Review Chapter 1. The Leadership Point of View. James Clawson "Level Three Leadership Session 2 Guest Speaker "

### Week3

"Session 1 Class Discussion Topic: Visionary Leadership Material: Chapter 5. Creating and Communicating a Vision. Warren Bennis and Joan Goldsmith "Learning to Lead: a Workbook on Becoming a Leader" Chapter 12. Personal and Organizational Charters. James Clawson "Level Three Leadership Session 2 Guest Speaker "

### Week4

"Session 1 Class Discussion Topic: Leadership and Organizational Environment Material: KIMEP Ebrary. Book "Leadership: New Insights". CEOs Hit the Road: Speaking as a Brand-Building Tool by Vickie Sullivan, pp. 73-76. Chapter 4. Confront the Brutal Facts. Jim Collins "Good to Great" Session 2 Guest Speaker "

### Week5

"Session 1 Class Discussion Topic: Levels of Leadership Material: Chapter 4. Levels of Leadership. James Clawson "Level Three Leadership" Chapter 5. The Ethical Imperative of Level Three Leadership. James Clawson "Level Three Leadership" Session 2 Guest Speaker "

### Week6

"Session 1 Class Discussion Topic: Morality, Ethics and Leadership Material: Case: Miniscribe. Video "Obedience" Session 2 Guest Speaker "

### Week7

"Session 1 Class Discussion Topic: Developing Self-awareness Material: Chapter 4. Knowing Yourself. Warren Bennis and Joan Goldsmith "Learning to Lead: a Workbook on Becoming a Leader" Interview with Howard Gardner Session 2 Guest Speaker "

### Week8

"Session 1(Mid-term Exam 1) Class Discussion Topic: The Power of Influencing Others Material: Chapter 6. A Leader's Guide to Why People

Behave the Way They Do. James Clawson "Level Three Leadership" Chapter 7. The REB Model. James Clawson "Level Three Leadership" Session 2 Guest Speaker "

### **Week9**

"Session 1 Class Discussion Topic: Leading Teams and Teamwork Material: Case: Greenland. Darden Business School Session 2 Guest Speaker "

### **Week10**

"Session 1 Class Discussion Topic: Leading Teams and Teamwork Material: Chapter 3. First Who... Then What. Jim Collins. "Good to Great" Chapter 9. The Emotional Reality of Teams. Daniel Goleman, Richard Boyatzis, Annie McKee. "Primal Leadership. Realizing the Power of Emotional Leadership" Session 2 Guest Speaker "

### **Week11**

"Session 1 Class Discussion Topic: Leading Change Material: Chapter 6. A Culture of Discipline. Jim Collins "Good to Great" Session 2 Guest Speaker "

### **Week12**

"Session 1 Class Discussion Topic: Leading Change Material: Case: Peter Browning and Continental White Cap. Harvard Business School Session 2 Guest Speaker"

### **Week13**

"Session 1 (Mid-term Exam 2) Class Discussion Topic: Leadership in Public Sector Material: KIMEP Ebrary. Book "Public Sector Leadership". Editor McHugh, Marie. Leadership and Innovation in the Public Sector by Sanford Borins, pp. 467-475 Session 2 Guest Speaker "

### **Week14**

"Session 1 Class Discussion Topic: Getting the Right Results Material: Chapter 7. Reinforcing New Behaviors. Berd Spector "Implementing Organizational Change" Session 2 Guest Speaker "

### **Week15**

"Session 1 Guest Speaker Session 2 Class Discussion Wrap up"