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| **Debre Tabor University**  **Faculty of Business and Economics**  **Department of Management** | | | | | | |
| **Department** | *Management* | | | | | |
| **Course Title** | Leadership and Change Management | | | | | |
| **kCourse Code** | *MBA5023* | | | | | |
| **Module Name** | **Human Resources and Organizational Behavior** | | | | | |
| **Module Number** | ***MBA-M02*** | | | | | |
| **Course Chair** | *Name:* | | | | | |
| *Office Location:* | | | | | |
| *Mobile:* | | | | | |
| *Consultation Hours:* | | | | | |
| **Instructor/Tutor** | *Name:* | | | | | |
| *Office Location:* | | | | | |
| *Mobile:* | | | | | |
| *Consultation Hours:* | | | | | |
| **ECTS Credits (CP)** | *3* | | | | | |
| **Hours (per semester)** | *Lecture* | *Tutorial* | *Lab/Pract* | *Assign’t/Preset’n* | *Home Study* | *Total* |
| *32* |  |  | *20* | *45* | *97* |
| **Lecture Days, Hours and Room** | *TBA* | | | | | |
| **Tutorial/Lab/Practical Days and Hours** | *TBA* | | | | | |
| **Target Group** | *2nd  Year MBA Students* | | | | | |
| **Year/Semester** | *Year II, Semester I* | | | | | |
| **Pre-requisites** | *None* | | | | | |
| **Status of the Course** | *Core* | | | | | |

**Course Description**

This course introduces change management which is a responsibility of an effective leader. It also introduces change (evolutionary and revolutionary changes), Obstacles to Change, Managing a change and Adapting to Change, conflict and conflict management, ways of introducing change and harmonizing the organization, processes analysis and measurement, business process reengineering, benchmarking.

**Course Objectives**

The course aims to:

* Define what leadership is and how it is applied at all levels of management
* Explain the basics of leadership
* Develop skills in communicating, influencing and negotiating with peers, subordinates and senior managers.
* Assess leadership traits and qualities in ourselves and others
* Learn how to develop leadership
* Assist organizations to in changing their organization to accommodate the changing world.
* Manage changes
* Manage conflicts that may arise during changes and internalize the changes made
* Create an environment for life time learning.
* apply orthodox and critical analyses to the management of people and change

***Schedules of Lecture Topics and Reading Materials***

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| **Lecture**  **(hours)** | **Topic of the Lecture** | **Reference Materials** |
| Chapter One: **INTRODUCTION** | | |
| **4 hrs** | * 1. Leadership definition   2. Leadership Vs Management   3. What makes effective leader   4. Importance of leadership for good governance and development |  |
| Chapter Two: **Leadership Theories and Styles** | | |
| **10 hrs** | * 1. Leadership style      1. Leadership style advantages and dis advantages.   2. Leadership theories      1. Great man theory      2. Trait Theory      3. Behavioral Leadership Theory      4. Contingency Leadership Theory   3. Transformational, transactional and servant leaders.   4. Leadership skills and competencies   5. Good Vs Bad leaders. | * Stephen R. Robins (1996 |
| Chapter Three : **OVERVIEW OF CHANGE MANAGEMENT** | | |
| 6 hrs | * 1. Meaning and implications of Change   2. Forces for Organizational Change   3. Process of organizational change   4. Resistance to Change   5. Managing Resistance to Change   6. Planned Change   7. Strategies for Planned Organizational Change | * Stephen R. Robins (1996) * KoonertyWethrich |
| Chapter Four: **TYPES OF CHANGE** | | |
| 1. hrs | * 1. Planned Vs Unplanned Change   2. Revolutionary Vs Evolutionary Change   3. BPR   4. Kizen   5. Six sigma   6. TQM   7. Lean system   8. BSC   9. Other contemporary Changes | * Stephen R. Robins (1996) * KoonertyWethrich * Plunkett and Attner, Management 6th Edition. |

**Methodology**

The delivery method shall be student-centered. Students are highly expected to participate in class works. Specifically, the course will be delivered through lecture method, reading assignments in-class problem solving and take-home assignments.

**Assessment Methods**

Student evaluation in this course consists of both formative and summative assessments including assignments and final exam.

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| **Assessment method** | **Weight** |
| Assessment -I - (Individual Assignment )- Article review | 10% |
| Assessment -II (Group Assignment)- case analysis + presentation | 20% |
| Assessment –III (Test ) | 20% |
| Final Exam | 50 % |
| **Total** | **100%** |

**References**

* Stephen R. Robins, Organizational Behavior, Concepts, Controversies and applications, 7th Edition, 1996.
* Plunkett and Attner, Management 6th Edition.
* KoonertyWethrich, Management, 9th edition.
* Georgerr Terry, Principles of Management, 5th Edition.
* Other relevant books to Organizational behavior, management, Psychology, etc.