## BHR 3205 LEADERSHIP AND INTERPERSONAL RELATIONS

**Short Description:**

The increasingly changing and competitive world, in the wake of rapid technological changes, globalisation dictates that leaders must enact effective behaviour in order to bring out the best in their followers and enhance organisational effectiveness. Organisational effectiveness is no longer driven alone by the availability of capital and machines. This course is premised upon the philosophy that leadership plays a critical role in organisational success, and that effective leadership is able to bring out the best in every member of an organization.

**Learning Outcomes:**

At the end of the course, students will have deep understanding of the following key issues: What is leadership? What are the forces that shape a leader's behaviour? How does one empower followers? How to be a servant-leader,How to appreciate the situational context in order to bring about organizational changes successfully.

**Intellectual, practical and transferable skills**

* Problem solving skills
* Analytical
* Team work
* Communication

**Teaching and learning pattern**

The method shall comprise lectures, collaborative work, independent study, and problem-based learning.

**Indicative Content:**

Understanding organizations and leadership; Organizational metaphors; the difference between Leadership and Management, Are leaders born or made? Leadership in the 21st Century; Leadership and Culture; Leadership Traits; Power, influence and empowerment; Charismatic Leadership; Transformational Leadership; Servant Leadership; Dark Side of Charisma; The Role of Leadership in Organizational Change. The role of a leader in developing interpersonal relations with the followers and the different types of interpersonal relationships

**Assessment Method**

The assessment method is structured to include coursework and final examination. Coursework consists of assignments, presentations and tests.

Course work assessment 30%

Final Examination 70%

100%

The minimum mark required to pass is 50%, this includes course work and final examination. Each course in the programme is allowed a maximum of three hours for final examination

**Indicative Sources**

1. Avolio, B J. 1999. Full leadership development. London: Sage Publications.

2. Bass, B. M. &Avolio, B. J. (1994). *Improving organizational effectiveness through*

*transformational leadership*. Thousand Oaks CA: Sage.

3. Jay A. Conger and Beth Benjamin. 1999. Building Leaders. Jossey-Bass.

4. Kouzes, J.M. and Posner B.Z. 1995. The leadership challenge. Jossey Bass.

5. Bennis, W. G. & Nanus, B. (1985). *Leaders: The strategies for taking charge*. New

York: Harper & Row.

6. Bass, B. M. (1985). *Leadership and performance beyond expectations*. New York:

Free Press.

7. Hughes, R.L., Ginnett, R.C., Curphy, G. J. 2002. Leadership: Enhancing the lessons of Experience (4rdEd.) McGraw-Hill.

8. Yukl, G. (2002). *Leadership in organizations*. 5th edition, New Jersey: Prentice

Hall.