Communication & Business Institute
The Leading Graduate School of Communication & Business

**Department of Business Faculty**
**Subject Syllabus**

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| **Subject Code** | : BIS15 |
| **Subject Title** | : **Leadership 1 (Theory)** |
| **Subject Specification** | : For Management Study Program |
| **Subject Overview** | : |

This course provides a road map for achieving excellence in Leadership. Students learn the theory and concepts of leadership. Students will also learn and discuss the success stories of business leaders from all times and reveal their secrets. This will give students the opportunity to understand what is needed to influence and empower.

**Course Objectives** :

1. Increase your conceptual understanding of leadership in organizations.
2. Discover important insights into yourself as a leader. You will realize that leading is about developing yourself **and** others.
3. Develop a self-awareness regarding your strengths and opportunities for personal growth. 4. Enhance the skills and competencies that enable you to become an effective leader in today's highly dynamic, diverse, and adaptive organizations.
5. Enhance your understanding about qualities to become a great leader in VUCA world.
6. You will be ready to lead and work together with your teams to make a difference and contribute to your surroundings environment.

**Course Method**

1. Lectures
2. Group discussion
3. Group presentation
4. Case studies
5. Group project

**Learning Outcomes:**

1. Knowledge:
    a. Able to understand the variety of leadership theories and concepts
    b. Have a good understanding about leadership best practices in the contemporary era.
    c. Have a strengthened awareness of your personal strengths, personal values, and opportunities to develop your leadership style.
2. Skills:
    a. Student have needed skillset to make execute comprehensive decision-making process.
    b. Able to implement the knowledge into business management and business fields.

c. Incorporate evidence from the peer-reviewed literature to support your ideas.
d. Students can build good relation

3. Attitude:
   a Enthusiasm and Confident
   b Commitment
   c Integrity
   d Innovative

**Course Description**

This course invites you on a journey of personal exploration, — with the explicit goal of developing skills to become an effective leader. The leadership I course is designed to help you discover and develop your talents as a leader because everyone has the potential to lead, and life provides vast opportunities for you to be a leader. In this class, you will learn all the necessary things about leadership in essence, from theory, concept, and approaches. This course will encourage you to write your thought about why leadership is critical to every organization and how leaders have a significant role in solving organizational problems. You will also be actively engaged in group discussions to brainstorm the idea and the cases so that you can gain valuable insight from your peers and vice versa. By following this course, you will become more confident in your potential and your abilities as a leader.

**Course Format**

1. To achieve these specific learning objectives, a highly interactive learning format will be used in this course. Focusing on you, the course will be utilized a combination of lecturer, case studies, discussion, and peer feedback to enhance you learning and development as a leader.
2. Participants will also work in a small team and will be expected to engage in discussion and team presentations.
3. There will be guest speakers to be invited to share their real-life stories about how they lead in organizations and motivate student to become a great leader.
4. Lecturer's role in this course is to create an environment where students can systematically and collectively explore, examine, and experiment with their own ideas.

**Course content:**

This course will be delivered in 16 sessions as follows:

| | **Topic** |
|---|---|
| 1 | Understanding Leadership |
| 2 | History of Leadership and Theories of Leadership Development |
| 3 | Personal Leadership Development |
| 4 | Personal Leadership Canvas |
| 5 | Traditional and Contingency Leadership Approach |
| 6 | Leadership Communication |
| 7 | Contemporary Leadership Approach |
| **8** | **Mid Examination** |
| 9 | Embracing Diversity and Inclusion |

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| 10 | New Normal Leadership Approach |
| 11 | Leadership and Followership |
| 12 | Global Perspective on Leadership: 20th vs 21st Century Leadership |
| 13 | Leadership Storytelling 1 |
| 14 | Leadership Storytelling 2 |
| 15 | *Final Examination Preparation, Coursework Final Review & Subject Conclusion* |
| 16 | **Final Examination** |

**Grading System**

**Course Evaluation :**

As a general rule, students are evaluated based on the following criteria:

Final Examinations 35%
Mid-term Examinations 25%
Coursework and assignments 30%
Attendance 10%
**TOTAL 100%**

Evaluation elements are stated in quantitative forms, ranging from 0 to 100. The acceptable grade for LSPR undergraduate programme is **60 and above.** In the Letter Grade System, the quantitative grades mean:

| **Grade** | **Symbol** | **Conversion Value** |
|---|---|---|
| 90 – 100 | A | 4.0 |
| 85 – 89.99 | A- | 3.7 |
| 80 – 84.99 | B+ | 3.3 |
| 75 – 79.99 | B | 3.0 |
| 70 – 74.99 | B- | 2.7 |
| 65 – 69.99 | C+ | 2.3 |
| 60 – 64.99 | C | 2.0 |
| 50 – 59.99 | C- | 1.7 |
| 40 – 49.99 | D | 1.0 |
| < 40 | E | 0 |

**The student Grade Point Average (GPA) is organized into the following categories:**

1. GPA of 0.00 – 1.99 = Fail
2. GPA of 2.00 – 2.49 = Pass

3.GPA of 2.50 – 2.99 = Credit
4.GPA of 3.00 – 3.49 = Merit
5.GPA of 3.50 – 4.00 = Distinction

**Scheme of Work :**

| | **Title/Topic** | **Area Discussion** | **Activities** |
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| **1** | **Understanding Leadership**<br>o Explore the challenges of defining leadership<br>o Debate the differences between leadership and management<br>o Understand the importance of leadership in organisations | o What is Leaders - Leadership<br>o Why study leadership? Why is it important?<br>o Leadership and management<br>o Types of Leadership<br>o Leadership approach (Personality, trait, skills & behavioral) | Northhouse (2019, Chapters 1 – 4) |
| **2** | **History of Leadership & Theories of Leadership Development**<br>o Explain the difference between developing leaders and developing leadership<br>o Critique different approaches to leadership development<br>o Reflect on their own development as leaders | o History of leadership development<br>o Leadership Theories<br>o Lewin's Leadership Styles Framework<br>o The five practices of exemplary leadership (Kouzes & Posner) | |
| **3** | **Leadership Traits, Competencies and Qualities of Leaders** | o Leadership Traits explained o Developing Leadership o Leadership traits, skills and principles<br>o The values of the leader o Leadership Character & Competencies<br>o The character of the leader | |
| **4** | **Personal Leadership Development & Canvas**<br>The goal of the personal leadership canvas is to bring a refreshed and unique perspective to the understanding, practice, and teaching of leadership by building off of the great work of others and integrating systems and design thinking | o **Leading Self** (Setting Goals and Self-Motivation)<br>o **Cultivating the Self**<br>o **Cultivating Resilience** o Leadership World View and Attitude<br>o Developing Personal Potential<br>o Vision, Stress, Loyal Soldier, Voice, Intention, Strengths, Patterns, Purpose, Energy, Scarcity Beliefs, Values & Abundance Belief | CW 2 |

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| **5** | **Traditional and Contingency Leadership Approaches**<br>o Explain the historical development of trait and behavioural leadership theories o Critically examine the relevance of these theories for today's organisations<br>o Reflect on their own personality and behaviours in terms of leadership capabilities<br>o Describe four contingency theories of leadership<br>o Critically examine the relevance of these theories for today's organisations | o Situational Leadership<br>o Path-Goal Theory<br>o Team/Participative Leadership<br>o Contingency Leadership | Northhouse (2019, Chapters 5 & 6 ; 7 & 14 ; ; 10 &12) |
| **6** | **Leadership Communication** | o Definition Leadership Communication<br>o Communication leadership approaches<br>o How leader utilize their communication skills<br>o How to communicate effectively in each communication channel<br>o Communication skills and leadership<br>o Great Leaders Are Great Communicators<br>o The concept of communicative leadership<br>o Effective Leadership is all About Communicating Effectively<br>o Leadership Styles Influencing Communication o Barriers to Effective Leadership Communication | |

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| **7** | **Contemporary Leadership Approach**<br>○ Describe modern leadership theories<br>○ Critically examine the relevance of these theories for today's organisations<br>Apply understanding of leadership theories to a real-life case study | ○ Transactional & Transformational Leadership ○ Servant Leadership & Emotional Intelligence<br>○ Authentic Leadership<br>○ Charismatic leadership<br>○ Diversity in Leadership | Northhouse (2019, Chapters 8, 15 & 16 ; 10 &12) |

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| **8** | **Mid Term Examination** | | |
| **9** | **Embracing Diversity & Inclusion** | ○ Diversity and Inclusion Explained<br>○ Inclusion Framework<br>○ Model of Inclusive Practices ○ Leader Practices That Advance Diversity and Inclusion<br>○ Barriers to Embracing Diversity and Inclusion | |
| **10** | **New Normal Leadership Approach**<br>o Exploring the leadership practices in the contemporary era.<br>o We will also learn more about Indonesia version of leadership. | ○ The concept of Leaducation<br>○ Introducing to TORCH Model Leadership<br>○ The New Normal Leadership<br>○ Digital Leadership<br>○ Women Leadership<br>○ Inclusive Leadership<br>○ Post Heroic Leadership ○ Thought Leadership<br>○ Humble Leadership<br>○ Adaptive Leadership<br>○ Brave Leadership<br>○ Pancasila Leadership<br>○ Indonesian Leadership<br>○ Heroic & Post Heroic Leadership | CW 3 |

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| **11** | **Leadership & Followership**<br>○ Followership is critical to each's leadership development.<br>○ Demonstrate an understanding of the leadership-followership dynamics. | ○ Defining Followership<br>○ Leader and follower relations ○ Follower typologies<br>○ Rethinking Followership ○ Zalenik, Kelley, Chaleff, Kellerman Typologies<br>○ Theoretical Approach to Followership<br>○ Leader Member Exchange (LMX) | |
| **12** | **Global Perspective on Leadership: 20th vs 21st Century Leadership.**<br>○ In this subject, we will explore about the differences between leadership practices in 20th and 21st century.<br>○ Learn the good and the bad about those leadership. | ○ What is sustainable development?<br>○ Why are the so-called Sustainable Development Goals significant?<br>○ Define and gain the cross – cultural communication skills and competencies necessary for global leadership. | |

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| | | ○ **The tectonic shifts (**culture and leadership traits<br>○ Global leadership and cultural communication (skills and competences)<br>○ Understand cultural intelligence and its role in global leadership.<br>○ 21st century leaders: purpose-driven leadership | |
| **13** | **Leadership Storytelling 1** | ○ What is leadership storytelling?<br>○ Why is storytelling important for leadership?<br>○ Storytelling for leaders: what makes a great story?<br>○ Storytelling for Business (Grab attention, create emotion & inspire action)<br>○ Storytelling for Leaders: How to Craft Stories That Matter | |

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| **14** | **Leadership Storytelling 2** | ○ Presentation | Coursework 4 |
| **15** | ○ **Final Examination Preparation, Coursework Final Review & Subject Conclusion** | ○ Lecturer's Presentation & Discussion | |
| **16** | **Final Examination** | | |

**Guidelines**

**Midterm Exam Guideline :** Essay (Case Studies)
**Final Exam Guideline :** Paper Analysis (Group)

**REFERENCES**

**Book Material:**

Introduction to Leadership Concepts & Practice. Peter G. Northouse (2021)
Leadership, Theory and Practice. Peter G. Northouse (2018)

**Suplementary (Recommended) Resources:**
https://www.linkedin.com/pulse/10-most-read-articles-improve-your-leadership-skills-2022-schwantes/

https://www.researchgate.net/publication/293885908_Leadership_Theories_and_Styles_A_Literature_Review

Evolution of Leadership Theory : https://bmjleader.bmj.com/content/5/1/3

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