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

**Business Faculty**
**Subject Syllabus**

**Subject Code** : BIS28
**Subject Title** : Leadership 2 (Applied)
**Subject Specification** : For Busines Faculty Students only
**Subject Overview** : To emphasize practical applications for achieving excellence in Leadership

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**Course Objectives** :

1. Deepen the understanding of leadership practice in organizations.
2. Have an understanding about many issue that affect leadership practice, such as diversity, gender, etc.
3. Enhance the skills and competencies that enable you to become an effective leader in today's highly dynamic, diverse, and adaptive organizations.
4. Develop fundamental organizational skills
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. Understand how to apply skills set on leadership in real situations
    b. Mastering the fundamental leadership concept and practice
    c. Recognize the issue affect in leadership practice.
2. Skills:
    a. Able to implement the knowledge into business management and business fields
    b. Developing relevant leadership skills
    c. Having right toolset to enhance your leadership skills
3. Attitude:
    a Creativity
    b Integrity
    c Commitment
    d Enthusiasm

**Course Description**

This course aims to equip you with deeper understanding about leadership. We will encourage you to implement the theory into practices. The fundamental leadership II course will explore the dynamics in leadership, the issues that can affect leadership practices and effectiveness, and how leaders can act and solve the issues using diverse approaches. To gain broader understanding about leadership issues, we highly encourage you to discuss with your peers and write your original thought about what you will done if you are in the certain situation. From this course, you will have necessary toolkits and skillsets to support you in good leadership practice.

**Course Format**

1. To achieve these specific learning objectives, this course use 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 invited guest speakers to be invited to share their real-life experiences 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:

| Week | Topic |
|---|---|
| 1 | Leadership in Creative Industries |
| 2 | Leadership in Crisis : Leading through Times of Uncertainty |
| 3 | Leadership, Ethics & Professionalism |
| 4 | Leading Innovation |
| 5 | Leadership and Gender |
| 6 | Leadership and Diversity |
| 7 | Sustainable and Environmental Leadership<br>Review for mid test |
| **8** | **Mid Examination** |
| 9 | Organizational Structure and Values: Culture and Climate, Bridging the Gaps |
| 10 | Organizational Behavior: Building the Ideal Team (Teamwork and Collaboration) |
| 11 | Negotiation, Conflict Management & Decision Making |
| 12 | Problem Solving Through Design Thinking |
| 13 | Leadership of the Future *(Sesi Kuliah Umum/Stadium Generale)* |
| 14 | Leading Change and Shaping Society |
| 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:

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| 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 :**

| Session | Title/Topic | Area Discussion | Activities |
|---|---|---|---|
| 1 | **Leadership in Creative Industries**<br>○ This subject will explore how leadership process in creative business.<br>○ You will understand the dynamics in creative industries. | ○ The relationship between leadership and strategy<br>○ Entrepreneurial leadership<br>○ Leadership in creative industries<br>○ Project leadership | ○ Lecturer Presentation<br>○ Classroom/ Group Discussion<br>○ Reflective discussion<br>○ Brainstorming |
| 2 | **Leadership in Crisis : Leading through Times of Uncertainty**<br><br>Workplace Stress, Organizational Change and Easing Transition Through the Inevitable | ○ What qualities leaders must have in the crisis moment?<br>○ How to make decision in the uncertainty times?<br>○ The important of empathy, vulnerability, and compassion<br>○ **Purpose-Driven Leadership**<br>○ The Role of Business is Changing<br>○ Explore how the business world is changing, and how expectations for leadership are shifting to models which incorporate purposeful responsibility for the greater good. | ○ Lecturer Presentation<br>○ Classroom/ Group Discussion<br>○ Reflective discussion<br>○ Brainstorming |
| 3 | **Leadership, Ethics & Professionalism**<br>○ Understand the concepts of ethics and ethical relativism<br>○ Explore ideas around ethical and toxic leadership<br>○ Relate critical thinking in ethics and leadership in different contexts | ○ Ethical Leadership<br>○ Leadership and ethics<br>○ Bad leadership (arrogance, narcissism, evil, excess, incompetence)<br>Ethics and business | Coursework 1<br>○ Lecturer Presentation<br>○ Classroom/ Group Discussion<br>○ Reflective discussion<br>○ Brainstorming |
| 4 | **Leading Innovation**<br>○ Explore the force behind innovation in the organizations and business. | ○ Dealing with Disruption: Strategies & Business Models<br>○ Digital Innovation & Transformation<br>○ Circular Economy & Sustainability Strategies | ○ Lecturer Presentation<br>○ Classroom/ Group Discussion |

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| | ○ Identify the strategy needed to produce long-lasting innovation | Digital Disruption: Digital Transformation Strategies | ○ Reflective discussion<br>○ Brainstorming |
| **5** | **Leadership and Gender**<br>○ Critically discuss contemporary approaches to understanding how gender can impact leadership<br>○ Analyse views on gender and leadership<br>Debate approaches to leadership in different cultural contexts | ○ Leadership style and gender<br>○ How to avoid gender bias and women marginalization in the organization<br>○ Women in leadership trends | ○ Lecturer Presentation<br>○ Classroom/ Group Discussion<br>○ Reflective discussion<br>○ Brainstorming |
| **6** | **Leadership and Diversity**<br>○ Exploring how diversity becomes an immediate issue that needs to be solved.<br>○ Examine how diversity can becomes a strength in the organization. | ○ Psychology of Culture and Diversity<br>○ Utilize diversity as a strength in the organization.<br>○ Creating inclusive work ecosystem.<br>○ Successfully leading diversity, Equity & Inclusion<br>○ Strategic Philanthropy in Emerging Markets: Maximizing Impact | ○ Lecturer Presentation<br>○ Classroom/ Group Discussion<br>○ Reflective discussion<br>○ Brainstorming |
| **7** | **Sustainable & Environmental Leadership**<br>○ Identify nowadays conversation on sustainable issue in business and organizations.<br>○ Explore leadership principle based on sustainable mindset | ○ The challenge in managing business with sustainable mindset<br>○ Normalize sustainable conversation in everyday business<br>○ Sustainable leadership principles | Coursework 2<br>○ Lecturer Presentation<br>○ Classroom/ Group Discussion<br>○ Reflective discussion<br>○ Brainstorming |
| **8** | **Mid Term Examination** | ○ Case studies<br>○ Class projects<br>○ Student (Individual/Group) portfolios/presentations | ○ Paper Analysis<br>○ Term papers |
| **9** | **Organizational Structure and Values: Culture and Climate, Bridging the Gaps.**<br>○ Explore the critical reasons behind | ○ Cultural influences on leadership<br>○ Woman & Leadership<br>○ The Importance of Culture-Employee Fit | ○ Lecturer Presentation<br>○ Classroom/ Group Discussion |

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| | organization culture shifts.<br>Learn how to analyze and evaluate an organizational culture and lead successful change within your organization. | ○ Sustaining and Developing Organizational Culture<br>○ Factors in Changing Culture | ○ Reflective discussion<br>○ Brainstorming |
| **10** | **Organizational Behavior: Building the Ideal Team (Teamwork and Collaboration)**<br>○ Explore how important team in organization<br>○ Examine qualities to develop good team and ecosystem<br>Identify how to utilize individual potential to produce innovation | ○ Individuals: Differences, Values, Perceptions, and Reactions<br>○ Goal-setting and motivation<br>○ Creating High Performance Teams<br>○ Team formation and development<br>○ Building, leading, organizing and motivating teams<br>○ Collaboration among cross functional teams<br>○ Understand and explore the structural characteristics of high-performing teams and the dynamics which support and advance them ;<br>○ Learn how to influence and lead without having formal power and authority ;<br>○ Recognize and understand the fundamentals of team dynamics in order to inspire progress, use diversity as a strength, and manage conflict towards positive outcomes | ○ Lecturer Presentation<br>○ Classroom/ Group Discussion<br>○ Reflective discussion<br>○ Brainstorming |
| **11** | **Negotiation, Conflict Management & Decision Making**<br>○ The course will highlight the components of an effective negotiation and teach students to analyze their own behavior in negotiations.<br>○ Aims to help you navigate the pathways of decision making in organizations. | ○ Team Dynamics: Structure and Elements, Norms, Cohesion, and Conflict Resolution<br>○ Leading to a decision | Coursework 3<br>○ Lecturer Presentation<br>○ Classroom/ Group Discussion<br>○ Reflective discussion<br>○ Brainstorming |

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| 12 | **Problem Solving Through Design Thinking** | ○ Learn the fundamentals of design thinking and how individuals and organizations apply it to solve problems for strategy development and organizational change<br>○ Understand and experience the mindset required, and the basic tools needed, for each stage of the design thinking process<br>○ Design and develop new ways to approach problem solving to achieve impact at scale | ○ Lecturer Presentation<br>○ Classroom/ Group Discussion<br>○ Reflective discussion<br>○ Brainstorming |
| **13** | **Leadership of the Future**<br>○ Explore the trends that affect leadership practices.<br>○ Identify how leaders develop skills in VUCA world | ○ Recognizing trend that shape leadership practices in the future<br>○ Skills that leaders and employees should need to embrace the future<br>Mastering complexity and plurality to stay relevance in an ever-changing world | Public Lecturer (Guest speakers - Stadium Generale) |
| **14** | **Leading Change and Shaping Society** | ○ Leading and managing change issues, including the leader as a change agent and the change process itself.<br>○ Leading with Like-Minded and Diverse Perspectives<br>○ Leading in a Digital Age<br>○ Social Responsibility | Coursework 4<br>○ Lecturer Presentation<br>○ Classroom/ Group Discussion<br>○ Reflective discussion<br>○ Brainstorming |
| **15** | **Final Examination Preparation, Coursework Final Review & Subject Conclusion** | Lecturer's Presentation & Discussion | Lecturer Presentation & Class Discussion |
| **16** | **Final Examination** | ○ Case studies<br>○ Class projects<br>○ Student (Individual/Group) portfolios/presentations | ○ Paper Analysis<br>○ Term papers |

**Other Activities**

1. Debates
2. Essays (Descriptive, Narrative & Persuasive)
3. Individual projects
4. Oral reports
5. Panel discussions
6. Problem solving activities
7. Role playing
8. Team-building exercises
9. Textbook assignments
10. Video creation
11. Video lessons

**Guidelines**

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

**References** :


1. Introduction to Leadership Concepts & Practice. Peter G. Northouse (2021)
2. Leadership, Theory and Practice. Peter G. Northouse (2018)
3. Leading in Times of Crisis: Navigating Through Complexity, Diversity and Uncertainty to Save Your Business. David L. Dotlich, Peter C. Cairo, Stephen H. Rhinesmith (2009)


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