



COURSE OUTLINE

1. Information about the program

1.1 Higher education institution	“Alexandru Ioan Cuza” University of Iași
1.2 Faculty	Faculty of Economics and Business Administration
1.3 Departament	Management, Marketing and Business Administration
1.4 Field of study	Management
1.5 Cycle of study	master
1.6 Study program / Qualification	Strategic Human Resource Management in Europe

2. Information about the course

2.1 Course title	Leadership and Motivation						
2.2 Course coordinator	-						
2.3 Seminar coordinator	Andreea Negruți, PhD						
2.4 Year of study	2	2.5 Semester	4	2.6 Type of evaluation*	MT	2.7 Course status**	C

* MT-MID-TERM, O-ORAL EXAM, E-EXAM, M-MIXED; ** C-compulsory/O-optional/E-elective

3. Estimated time allocation (hours per semester and teaching activities)

3.1 Number of hours per week	3	out of which: 3.2 course	-	3.3 seminar / laboratory	3
3.4 Total number of hours per semester	42	out of which: 3.5 course	-	3.6 seminar / laboratory	42
Time allocation					h
Study based on course book, course materials, bibliography and other					20
Supplementary study in the library, on electronic platforms and on the field					20
Preparing seminars/laboratories, assignments, papers, portfolios and essays					14
Tutorship					2
Examination					2
Other activities					
3.7 Total hours of individual study					58
3.8 Total hours per semester					100
3.9 Number of credits					4

4. Prerequisites (if applicable)

4.1 Referring to curriculum	1st, 2nd and 3rd semester
4.2 Referring to competences	Not necessary

5. Conditions (if applicable)

5.1 For the course	Not necessary
5.2 For the seminar / laboratory	Not necessary

**6. Specific competences accumulated**

Professional competencies	Apply leadership development skills Implement structures which can address the required staff in a market-adequate way, and which can create long-term loyalty Manage international and intercultural HR processes successfully
Transversal competencies	Exercise business English language Apply group work to tasks and projects

7. Course objectives (based on specific competencies accumulated)

7.1 General objective	Upon completion of this module, students will learn and experience problems and difficulties of leadership and role differentiation. The students practice how to reflect on conflicts and other aspects of leadership and the difference of hierarchy and self-organization.
7.2 Specific objectives	After successfully finalizing this course, students will be able to: <ul style="list-style-type: none">▪ Understand and use the essential leadership models and approaches in the field.▪ Identify academic investigation, pedagogical mastery, consulting experience, and practitioner expertise.▪ Understand the research methodologies, the interventions and change techniques used in leadership development and education of executive coaches

8. Content

8.1	Course	Teaching methods	Observations (time and bibliography)
Bibliography			
8.2	Seminar / Laboratory	Teaching methods	Observations (time and bibliography)
1.	Leadership, individual, group and organization	Interactive teaching methods, case study method, examples	9 hours
2.	Psychodynamic, systemic and narrative concepts of leadership	Interactive teaching methods, case study method, examples	12 hours
3.	Reflection on power and conflicts regarding leadership	Interactive teaching methods, case study method, examples	9 hours
4.	Reflection on hierarchy and self-organization	Interactive teaching methods, case study method, examples	12 hours

**Bibliography**

- Kets de Vries, M., Korotov, K., and Florent-Treacy, E. (2007) Coach and Couch. Palgrave MacMillan
- Schuster, R. J. (2015). On teaching leadership (intervention science in action). Theoretical background and design of a lecture on leadership. Gruppendynamik und Organisationsberatung (online).
- Weir, P. (Director) (2003): Master and Commander (Movie). Twentieth Century Fox

9. Bridging course content with the expectations of the community, professional associations and representative employers in the field of the program

On an annual basis, the course content is discussed with the representatives of the business environment, who hire or could hire graduates from this program, while students are required to provide feedback (online, anonymous) after each semester about the course structure, teaching methods, as well as strengths / weaknesses (after the final evaluation).

10. Evaluation

Type of activity	10.1 Evaluation criteria	10.2 Evaluation methods	10.3 Allocation to the final grade (%)
10.4 Course			
10.5 Seminar/ Laboratory	Applied / practical knowledge	Reading and discussing recommended materials – students are expected to read the required bibliography and to be able to answer questions on relevant topics (30%) Assessing the knowledge through business cases – student are expected to answer to practice-related questions, in conversations about specific business cases matching themes from recommended bibliography. The business/practice-related cases shall be presented by teacher (30%) One presentation on a specific theme – students are expected to have one presentation (individual or in group) throughout semester, on a specific theme, relevant for this course (40%)	100
10.6 Minimal performance standard			
Obtaining 5 points (out of 10) for the evaluation along the semester			



Date

Course coordinator

Seminar coordinator

Andreea Negruți, Ph.D.

24.09.2018

Date of approval in the departament

Head of departament

Professor Valentin Nita, Ph.D

28.09.2018