h e g
Haute école de gestion
Genève

Hes·so
Haute Ecole Spécialisée
de Suisse occidentale
Fachhochschule Westschweiz
University of Applied Sciences and Arts
Western Switzerland

Module description

Field of study: *Business, Management and Services*
Degree course: *Bachelor of Science HES-SO in International Business Management*

1. Title of module	Leadership I	2024-25

Code:
3041

Type of course:
☒ Bachelor's ☐ Master's ☐ MAS ☐ DAS ☐ CAS ☐ Other: …

Level:
☒ Basic module
☐ Further studies module
☐ Advanced module
☐ Specialised module
☐ Other: …

Characteristic:
☒ Module where failure may lead to final
dismissal from the degree course in accordance with Art.25 of the Framework directives on the Bachelor and Master degrees at the HES-SO

Type:
☒ Main module
☐ Module linked to main module
☐ Optional or subsidiary module
☐ Other: …

Time schedule:
☐ Module over 1 semester
☒ Module over 2 semesters
☒ Spring semester
☒ Autumn semester
☐ Other: …

2. Organisation

ECTS credits 6

Language:
☐ French
☐ German
☐ Other: ...

☐ Italian
☒ English

3. Prerequisite

☐ To have validated the module
☐ To have followed the module
☒ No prerequisite
☐ Other:

4. Skills to be gained / general learning objectives

At the end of this module, the students must:
Objectives of the course: Leading Yourself
• Understand the concepts, processes, applications, and benefits of self-leadership
• Understand their natural personality traits, preferences, and character strengths, as well as how to grow outside their usual comfort zone
• Better understand the mind as well as the mindset and learning strategies for self-leadership
• Demonstrate self-leadership skills and cultivate resilience and self-motivation facing specific workplace and life situations (change and common challenges and vulnerabilities – e.g., fear, anxiety, stress, depression, loneliness)
• Understand the key differences between leadership and management behaviors

Objectives of the course: Leading the Organization
• Describe the nature and impact of the increasingly volatile, uncertain, complex, and ambiguous (VUCA) world in which leaders and their organizations operate
• Provide perspective on the critical role and behaviors of leaders to foster a thriving organizational culture
• Apply a scalable model for successfully leading organizations through change
• Demonstrate recommended emotional and social intelligence leadership styles for engaging employees
• Adopt an appreciative approach to enhance organizational learning and performance

Objectives of the course: Intercultural Communication
• Identify, explain, and resolve the sources of potential intercultural misunderstandings
• Enhance self-awareness in terms of bias, beliefs, and values, as well as cultural patterns
• Demonstrate intercultural sensitivity in a diverse workforce while conducting global business.
• Mediate and hopefully overcome cross-cultural barriers and crisis

5. Teaching and content

Teaching unit: Leading Yourself
This course proposes a mix of learning methods including presentations by the lecturer, dyadic or group exercises, plenary discussions, case studies, active learning, quizzes, videos, reading, and journaling.

Teaching unit: Leading the Organization
This course is designed with blended learning techniques including lectures, readings, videos, interactive exercises, case studies, discussions, group work, individual work, presentations, and quizzes.

Teaching unit: Intercultural Communication
Students will learn through a combination of presentations, video-watching, case-studies, games, group work, role-plays and discussions. This approach is highly interactive and based on experiential learning.

6. Assessment and validation methods

Each course syllabus available on the moodle platform Cyberlearn describes the assessment and validation methods.

7. Reassessment requirements

☒ Reassessment possible
☐ No reassessment
☐ Other (please specify): …

7a Reassessment requirements (if module is repeated)

☐ Reassessment possible
☒ No reassessment
☐ Other (please specify): …

Other reassessment modalities
Reassessment if the module grade is between 3.5 (included) and 3.9 (included).
After reassessment, the maximum grade is 4.0