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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 II	2024-25

Code:
3042

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: to have validated the first-year assessment

4. Skills to be gained / general learning objectives

Objectives for the course: Leading multicultural project teams

Understand and assimilate notions of leadership necessary in Project Management and Multicultural Project Management
At the end of the module, the students must:
− Understand the specificities of leadership in project management.
− Know the components of leadership in project management.
− Develop specific abilities of leadership in project management.
− Develop social competences in project management.
− Understand and describe contextual approaches to leadership
− Identify and master the essential elements in leadership towards project accomplishment

Objectives for the course: Conflict management and Negotiation

• Recognize the characteristics and consequences of various styles of interactions;
• Get an overview of the entire negotiation process;
• Acquire the objectivity and competence necessary to prepare and lead negotiations;
• Become sensitive to the complexity and evolution of conflicts;
• Learn about the various modes of conflict management;

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- Master tools that are directly usable in daily life;
- Learn how to use effective questioning and listening techniques, verbal and non-verbal.
- Understand how to build relationships based on interest and opportunity, rather than on conflict or persuasion;

Objectives for the course: International organizational behavior

At the end of the module, the students must:

- Understand and describe contextual approaches to HR and perceive their purpose
- Identify the main principles of working and organizational psychology
- Become familiar with one's personality profile and be able to explain it
- Develop a better understanding of individual's personalities, motivations and behaviours within organisations
- Understand how an effective and successful behaviour results in critical situations
- Explain the essential components for effective communication
- Understand the importance and the impact of stress management within companies
- Identify and manage the different types of organisational and human behavior
- Know the basic concepts and the main problems related to team and work groups
- Explain the principal notions of power and leadership
- Understand motivation and how it's related to performance

5. Teaching and content

Course: Leading multicultural project teams

The course is divided into the following topics:
- The fundamentals of leadership (management versus leadership)
- Basic notions in leadership: Project manager's role with stakeholders, how to keep the lead?
- Basic notions of multicultural aspects in leadership, taking into account project management context
- Leadership and risk management
- Leadership and team building – team working
- Leadership and drifts management

Course: Conflict management and Negotiation

Practical and gamified approach to conflict management & negotiation in different professional contexts.

- Teacher presentations
- Role plays and case studies
- Group exercises & presentations

Course: International organizational behaviour

Contextual approach to HR – Introduction to labor psychology of an organization – Behavior within an organization – Dynamics of the individual (attitudes, behavior, perception, participation etc.) – Group dynamics (teambuilding, creativity, innovation etc.)
In the form of:
- Role plays and practical workshops
- Exercises and questionnaires
- Quiz
- Group presentations
- Online Personality assessment

6. Assessment and validation methods

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

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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