

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	2022-2023
Code: 3042	Type of course: <input checked="" type="checkbox"/> Bachelor's <input type="checkbox"/> Master's <input type="checkbox"/> MAS <input type="checkbox"/> DAS <input type="checkbox"/> CAS <input type="checkbox"/> Other: ...	
Level: <input type="checkbox"/> Basic module <input type="checkbox"/> Further studies module <input checked="" type="checkbox"/> Advanced module <input type="checkbox"/> Specialised module <input type="checkbox"/> Other: ...	Characteristic: <input checked="" type="checkbox"/> 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: <input checked="" type="checkbox"/> Main module <input type="checkbox"/> Module linked to main module <input type="checkbox"/> Optional or subsidiary module <input type="checkbox"/> Other: ...	Time schedule: <input checked="" type="checkbox"/> Module over 1 semester <input type="checkbox"/> Module over 2 semesters <input checked="" type="checkbox"/> Spring semester <input type="checkbox"/> Autumn semester <input type="checkbox"/> Other: ...	

2. Organisation

ECTS credits 6

Language:

<input type="checkbox"/> French	<input type="checkbox"/> Italian
<input type="checkbox"/> German	<input checked="" type="checkbox"/> English
<input type="checkbox"/> Other: ...	

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;

- 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 platform Cyberlearn describes the assessment and validation methods.

7. Reassessment requirements

- 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

7a Reassessment requirements (if module is repeated)

- Reassessment possible
- No reassessment
- Other (please specify): ...