

2018.HS

<b>Module Name: Leadership and Human Resource Management</b>	
Module Code	w.MA.XX.MUL-M8a-PiE.18HS
Module Description	1. After completing this module, students understand: What makes a good leader / What differentiates leaders from managers and why companies need both / Why leadership starts with "lead yourself" and what this takes / What they can do to become good leaders (if they want) 2. Students think about: What they want to commit themselves to and what it takes to get there / Why anyone should be led by them ("by you") 3. The module focuses on: Fundamental leadership attitudes, behaviors, and practices (Day 1) / Practical applications in the financial industry (discussion, Day 2) / Deep dig into a specific application in groups (Day 3)
Program and Specialization	Banking and Finance (PiE)
Legal Framework	Academic Regulations MSc in Banking and Finance dated 29.09.2011, Appendix to the Academic Regulations for the degree program in Banking and Finance, first adopted on 28.08.2012
Module Category	<b>Module Type:</b> Compulsory
ECTS	3
Organizational Unit	W Abt. Banking, Finance, Insurance Ltg.
Module Coordinator	Marion Pester (pesr)
Deputy Module Coordinator	Johannes Höllerich (hoee)
Prerequisite Knowledge	Students have a Bachelor's degree in Business Administration, most of them with a specialization in Banking & Finance. They are familiar with the special leadership challenges inherent to financial services providers.
Contribution to Program Learning Goals (Affected by Module)	§ Professional Competence § Methodological Competence § Social Competence § Self-Competence
Contribution to Program Learning Objectives	Professional Competence § Knowing and Understanding Content of Theoretical and Practical Relevance § Apply, Analyze, and Synthesize Content of Theoretical and Practical Relevance § Evaluate Content of Theoretical and Practical Relevance Methodological Competence § Problem-Solving & Critical Thinking § Scientific Methodology § Work Methods, Techniques, and Procedures § Information Literacy § Creativity & Innovation Social Competence § Written Communication § Oral Communication § Teamwork & Conflict Management § Intercultural Insight & Ability to Change Perspective Self-Competence § Self-Management & Self-Reflection § Ethical & Social Responsibility § Learning & Change
Module Learning Objectives	Students... § recognize the link between strategy, change, and leadership challenges § know the leadership principles according to Kouzes/Posner and Weber/Weber and the authentic leadership principles according to Goffee/Jones and Pearce § can apply their newly acquired specialized knowledge to analyze personalities (incl. their own personality) and team/company situations § become able to optimize team constellations § acquire the methodological means to question and further develop their own value system and leadership capabilities § get to know the opportunities and limitations of the principles to which they are introduced by studying concrete cases § develop a realistic idea of leadership skills and leadership attitudes/behaviors worth promoting § develop a clear idea of a leadership environment in which they can grow and excel
Module Content	See Module Learning Objectives

Links to other modules	The content of this module is linked to the following modules: w.MA.XX.LSE-M8b-PIE.16HS w.MA.XX.MVF-M2-PIE.16HS		
Methods of Instruction	<ul style="list-style-type: none"> <li>§ Lecture</li> <li>§ Interactive Instruction</li> <li>§ Application Tasks</li> <li>§ Case Studies</li> <li>§ Exercises</li> <li>§ Project Work</li> <li>§ Literature Review</li> </ul>	<b>Social Settings Used:</b> <ul style="list-style-type: none"> <li>§ Individual Work</li> <li>§ Pair Work</li> <li>§ Group Work</li> </ul>	
Digital Resources	<ul style="list-style-type: none"> <li>§ Reader</li> <li>§ Teaching Materials</li> </ul>		
Type of Instruction	<b>Classroom Instruction</b>	<b>Guided Self-Study</b>	<b>Autonomous Self-Study</b>
Lecture	20 h	-	
Excercise	-	44 h	
Project Work	-	-	
Seminar	-	-	
<b>Total</b>	<b>20 h</b>	<b>44 h</b>	
Performance Assessment			
<b>End-of-module exam</b>	<b>Form</b>	<b>Length (min.)</b>	<b>Weighting</b>
Written exam	Closed book	60	67,00%
<b>Permitted Resources</b>	No calculator		
<b>Others</b>	<b>Assessment</b>	<b>Length (min.)</b>	<b>Weighting</b>
Group project	Grade	-	33,00%
Students are not allowed to revise and resubmit performance assessment tasks.			
Classroom Attendance Requirement	-		
Language of Instruction/Examination	English		
Compulsory Reading	<ul style="list-style-type: none"> <li>§ Kouzes, J. &amp; Posner, B. (2017). The Leadership Challenge. 6th edition. Hoboken. ISBN 978-1-119-27896-2.</li> <li>§ Jones, G. &amp; Goffee, R. (2015). Why should anyone be led by you? What it takes to be an authentic leader. Boston. ISBN 978-1-633-69108-7.</li> </ul>		
Recommended Reading	<ul style="list-style-type: none"> <li>§ Pearce, T. (2013). Leading Out Loud. 3rd edition. San Francisco: Wiley. ISBN 978-0-470-90769-6.</li> </ul>		
Comments	-		