



APPLIES TO ACADEMIC YEAR 2009/2010

BIK 2904 Situational Leadership

Programme

Single courses

Responsible for the course

Department

Department of Leadership and Organizational Behaviour

Term

According to study plan

ECTS Credits

7,5

Language of instruction

Norwegian

Introduction

Practical tools for you as leader

This is a very practical course depicting daily management of groups or small organizations. You are offered tools that you might try out immediately. As a leader you have to understand your followers and their situation, then you may choose a leadership style appropriate to the situation at hand, bearing in mind the development of your followers. The leader's tools kit is presented in detail. Much emphasis is given to creating a good atmosphere and good relations.

Learning outcome

Knowledge

Having completed the course, participants should

1. See the big picture of modern leadership
2. Understand the meaning of emotional intelligence
3. Understand the relations between leadership theories depicted in the course (from single dimension theories to multi dimensional theories)
4. Have knowledge of leadership theories, i.e. Grid; situational leadership; self leadership and super leadership; transactional leadership and transformational leadership
5. Have knowledge of the five levels of leadership: Ideological leadership; Strategic leadership; Administrative leadership; Operational leadership; Self leadership
6. Have gained insight into the leader's tool kit: Conflict management, feedback, etc.

Skills

1. Deploy situational leadership in a job setting
2. Use at least 10 practical tools from the leader's tool kit
3. Greater awareness of their own emotional intelligence and ability to use these skills in practice
4. Identify, deploy and work on their own signature strengths as a leader
5. Support and challenge followers so that they succeed
6. Create their own plan for personal development as a leader

Attitudes and values

1. Altruistic attitude. Wanting to help followers and customers succeed
2. Make a contribution so that followers can develop their signature strengths and live a meaningful life
3. Reflect on their personal signature strengths and find ethical balance
4. Understand the value of continual development as a leader, reflecting on personal values, cognition and behavior
5. Possess a constructive yet critical approach to theories and tools in leadership. Consciousness of both positive and negative consequences and implications of using such theories and tools

Prerequisites

Participants should have some insight into organizations and leadership and/or leadership experience

Compulsory reading**Books:**

Berg, Morten Emil. 2008. Ledelse : verktøy og virkemidler. 3. utg. Oslo : Universitetsforlaget. (300 sider)

Skogstad, Anders og Ståle Einarsen. 2002. Ledelse på godt og vondt : effektivitet og trivsel. Bergen : Fagbokforl.. Kapittel: 1, 4, 5, 9, 14, 15

Recommended reading**Books:**

Blanchard, K.. 2007. Leading at a higher level : Blanchard on leadership and creating high performing organizations. Harlow, U.K. : Financial Times/Prentice Hall

Spurkeland, Jan. 2009. Relasjonsledelse. 3. utg. Oslo : Universitetsforlaget

Course outline**Perspectives on efficient leadership**

- What does the role implies?
- Leadership on five levels
- Me as a leader: Challenges and possibilities
- Paradoxes and dilemmas facing leaders
- Concern for followers and concern for tasks
- Transactional leadership and transformational leadership

Situational leadership

- Various leadership styles: Telling; Coaching; Supporting; Delegating
- Choosing leadership style according to followers' level of competency and commitment
- Developing followers' s competency
- Evaluation and practical use of situational leadership. "Different strokes for different folks"

Leader's tool kit

- Emotional intelligence. Development of signature strengths
- Goals. Delegation. Empowerment
- Self leadership. Monitoring your own thoughts. Mental maps
- "Strokes and punishment". Feedback. 360 feedback
- Dialogue with followers. Coaching. Flow
- Time management. Emotions and stress coping techniques
- Handling the power aspect. Conflict management
- Success criteria and pitfalls

Personal development plan

- How might I develop as a leader?

Computer-based tools

None. Students who follow the course at BI netstudies apply the teaching platform on the Internet

Learning process and workload

42 hours lectures, teamwork, etc. When arranged as an in-house course, there will be contributions from the organization itself. Assignments may be focused on the particular organization. Emphasis is put on creating a good and supporting learning environment.

BI Netstudies

When completing the course at BI netstudies, students access the netbased teaching platform Apollon and also participate at regular lectures. Relevant literature, exercises (also included assignments to be handed in), relevant cases as well as digital resources will be published on Apollon. Students may communicate with their net teacher and fellow students. A study guide is also available for net students.

Examination

Five hours written examination

Exam code(s)

BIK 29041 - Written exam; counts 100% in order to pass the course BIK 2904, 7,5 credits.

Examination support materials

None

Re-sit examination

Makeup exam is possible at the next regular exam

Additional information