Courses in English
Course Description

Department 10 Business Administration

Course title Motivational Leadership Skills

Hours per week (SWS) 4

Number of ECTS credits 5

Course objective At the end of the block course learners will:
- Recognize and apply some of the current leadership theories and practices in working environment
- Identify what drives him/herself personally and how other people may differ in their motives according to the motivation theory of 16 basic desires
- Demonstrate an understanding of leadership practices in action
- Use the coaching style when appropriate for helping others succeed
- Know how to lead diverse teams

Prerequisites English B2

Recommended reading To be announced during the event.

Teaching methods Group and individual work; self-study
- Interactive facilitator led classroom discussion
- Group activities
- Self-study and individual activities
- Personal Reiss Motivation Profile (to fill in in advance)
- Open book group exam in groups

Assessment methods Open book group exam with challenging leadership cases
- The course is highly interactive and active participation in the exercises is expected.
- At the end of the course the students will solve challenging leadership cases in groups

Language of instruction English

Name of lecturer Prof. Dr. Päivi Mayor

Email Link

Course content Leadership is no longer the responsibility of designated line managers only. Modern, innovative and successful organisations need everybody to act as a leader who is willing and capable of positively influencing one’s environment. 21st century employees must know what motivates and drives themselves so that they can lead themselves well and model the way for the others. In that way they can also create fruitful conditions for the others and support collaborative learning and continuous improvement. This course is about contemporary motivational leadership skills starting with the identification of one’s own life motives and understanding modern motivation theories. Focus will also be in the leadership practices, leadership discussions, constructive feedback, dialogue, coaching and competence development on an individual, team and organizational levels. We consider leadership being a vital, shared skill, a set of practices that everybody can learn.

Example Content/Topics to be explored in the course:
- Motivation theories; The theory of 16 basic desires; Leading yourself; Self-awareness; Emotional intelligence; Managing stress
- Leadership theories; Leadership practices and skills; Model the way; Inspire a shared vision; Challenge the process; Encourage the heart
- Enable others to act; Helping others succeed; Competence management; Giving constructive feedback; Competence development
- Leadership Coaching Skills; Listening Skills; Appreciative Inquiry
- Leading a Team; Diverse and Multicultural Teams; Virtual Teams

Remarks