

MBAN 604 – Transformational Leadership

Course title	Transformational Leadership				
Course code	MBAN 604				
Course type	Concentration Elective				
Level	2 nd Cycle				
Year / Semester	1 st or 2 nd / Fall, Spring, Summer				
Teacher’s name	Epaminondas Epaminonda				
ECTS	6	Lectures / week	1/week	Laboratories / week	N/A
Course purpose and objectives	Understand the principles and theories of transformational leadership. Develop skills necessary to inspire and motivate teams towards achieving strategic goals. Explore the role of transformational leaders in fostering innovation and organizational change. Enhance self-awareness and personal leadership effectiveness. Apply transformational leadership practices in various organizational contexts.				
Learning outcomes	Demonstrate an understanding of the core concepts and characteristics of transformational leadership. Differentiate transformational leadership from other leadership styles through critical analysis. Evaluate the impact of transformational leadership on organizational performance and culture. Design personal leadership plans that incorporate transformational leadership principles. Measure the effectiveness of transformational leadership practices in diverse scenarios. Utilise transformational leadership techniques to inspire and lead diverse teams.				
Prerequisites	MBAN 680		Required	NO	
Course content	Week 1 Introduction to Leadership Theories <i>Overview of Leadership Styles:</i> Analyze various leadership styles and their applications. <i>Transformational vs. Transactional Leadership:</i> Distinguish between these two primary forms of leadership. Week 2				

	Core Principles of Transformational Leadership <i>Influence and Inspiration:</i> Explore how leaders influence and inspire their teams. <i>Intellectual Stimulation and Individualized Consideration:</i> Understand intellectual stimulation and how to tailor consideration to individuals. Week 3 Leadership Skills and Competencies <i>Emotional Intelligence:</i> Develop emotional intelligence to enhance leadership effectiveness. <i>Visionary Thinking and Strategic Planning:</i> Cultivate the ability to think strategically and plan effectively. Week 4 Communication and Feedback Techniques <i>Effective Communication:</i> Master the art of clear, concise, and impactful communication. <i>Constructive Feedback:</i> Learn techniques for providing and receiving feedback. Week 5 Building and Leading High-Performance Teams <i>Motivating and Engaging Team Members:</i> Explore strategies for ensuring high team motivation and engagement. <i>Conflict Resolution and Negotiation:</i> Develop skills to effectively negotiate and resolve conflicts. Week 6 Fostering Creativity and Innovation <i>Encouraging Creativity:</i> Implement ways to spark creativity within teams. <i>Innovation in Leadership:</i> Adopt practices that promote innovation. Week 7 Transformational Leadership in Practice <i>Case Studies:</i> Analyze successful transformational leadership case studies. <i>Leading Organizational Change:</i> Develop approaches to drive organizational change effectively. Week 8 Culture and Ethics in Leadership <i>Cultural Influence:</i> Examine how culture affects leadership styles and effectiveness. <i>Ethical Leadership:</i> Practice ethical decision-making and its importance in leadership. Week 9 Power and Influence <i>Understanding Power Dynamics:</i> Recognize where power comes from and its consequences. <i>Empowerment:</i> Investigate pathways to empowering others as a leader. Week 10 Individual Differences and Traits <i>Personality Traits in Leadership:</i> Investigate how personality influences leadership abilities. <i>Values and Abilities:</i> Assess how individual values and abilities affect leadership styles.
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	Week 11 Contemporary Leadership Styles <i>Charismatic and Value-Based Leadership</i>: Differentiate between charismatic and value-based leadership styles. <i>Transformational Leadership Today</i>: Discuss current trends in transformational leadership. Week 12 Developing Leaders for the Future <i>Methods of Leader Development</i>: Explore various leader development techniques and their effectiveness. <i>The Future of Leadership</i>: Consider future trends and challenges that leaders will face.
Teaching methodology	Lectures and Seminars: Interactive sessions to discuss key concepts and theories. Case Studies: Analysis of real-world examples to demonstrate effective leadership in action. Role-Playing Exercises: Simulations to practice leadership and decision-making skills. Self-Reflection Journals: Encouraging students to reflect on their leadership styles and growth. Group Projects: Designing and implementing a leadership initiative within a team setting. **Online Discussion Forums: Engage in collaborative discussions and debates with peers. Workshops: Participate in specialized sessions focused on skill development. **Guest Lectures: Insights from industry leaders on transformational leadership practices.
Bibliography	The Art and Science of Leadership, Nahavandi, A., Pearson, 2015 7th Edition, 9781292060187 Transformational Leadership, Bass, B. M., & Riggio, R. E. Leadership: Theory and Practice, Northouse, P. G., 8th Edition, 9781544331942 The Leadership Challenge: How to Make Extraordinary Things Happen in Organizations, Kouzes, J. M., & Posner, B. Z., 6th Edition, 9781119278962 Leadership in Organizations, Yukl, G., 8th Edition, 9780134166842 Leading Change, Kotter, J. P., 9781422186435
Assessment	Attendance and Participation: Face-to-face: Contributions during lectures Leadership Development Plan: Focuses on individual development in both face-to-face and online modes Case Study Analysis: Assessment of understanding and application of leadership concepts Participation and Engagement: Active involvement in discussions and team activities Final Exam: Comprehensive test of all course material In-course Exercises: Online: Regular assignments and quizzes
Language	English