

# **17BB336-LEADERSHIP & PEOPLE MANAGEMENT**

## **Course Objective:**

To empower the students with the concepts, theories and approaches to lead organizations. The knowledge gained will help the students to feel confident to add value to the organizations. To gain an overview of what it means to be an effective people manager. To have a deeper understanding of the different aspects of people management.

## **Course Outcomes:**

The students will be able to understand in definitions, concepts and process of leadership. They will also understand the approaches and theories of leadership, leadership styles, leadership types like transactional leadership, transformational leadership, team leadership. The student will be able to appreciate the challenges faced by a first time manager.

## **UNIT - I**

Introduction: Leadership definition and components, ways of conceptualizing leadership, Trait versus process leadership, leadership and management. Leadership Attributes – Styles – Theories of Effective Leadership – charismatic leader, transformational leader.

## **UNIT - II**

Factors influencing Leadership Behavior I: Personality, types, theories, Perception, factors – Learning Styles – theories. Factors influencing Leadership Behavior II: Emotional Intelligence – skills for Emotional intelligence – Cultural – formation – changing culture, Organizational and Situational Factors.

## **UNIT - III**

Description of teams in the organizations – organizational context of teams -- structure, culture, support, human resource policies – team topography – purpose of teams, types of teams, size, diversity, extent of use.

## **UNIT - IV**

**Introduction to People Management:** Difference between People Management and Human Resource Management; impact of individual and organizational factors on people management.

**Getting Work Done Through Others:** Challenges of getting work done; significance of prioritization and assigning work to team members.

## **UNIT - V**

### **Counseling & Mentoring:**

Counseling: Why counsel troublesome people, how to turnaround problem employees and employees with problems, Counseling Dilemmas: Traps & Pitfalls to avoid

Mentoring: What mentoring can do to help high achievers, Mentor as a role model, advocate, career counselor, mentoring: traps to avoid

## **TEXT BOOKS:**

1. Uday Kumar Haldar, Leadership and Team Building, Oxford Publications, 2011

2. Florence M. STONE , Coaching, Counseling & Mentoring: How to Choose & Use the Right Technique to Boost Employee Performance, 2007

**REFERENCE BOOKS:**

1. Dungy, Tony, The Mentor Leader: Secrets to Building People and Teams That Win Consistently, Tyndale Momentum publishers
2. Leadership: Theory & Practice, 6<sup>th</sup> Edition, Peter. G. Northouse