

ANNOTATION

Name of the course - “Creative Leadership”

Department responsible for the course or equivalent – Department of Management and Innovative Technologies

Lecturer (name, academic title, e-mail) – Korsakova Tatiana Vladimirovna, Doctor of Science, docent, takors@mail.ru

Semester when the course unit is delivered – 1-st semester

Teaching hours per week – 4 hours per week

Level of course unit - Second cycle – Master level

ECTS credits - 5 credits

Admission requirements:

Applicants are expected to have completed the following courses:

"Economy";

"Theory and practice of management”

Objectives of discipline: The aim is to develop students' knowledge of the theory and practice of leadership, developing the skills of disclosing and realizing their potential as leaders, managing processes focused on resource and energy efficiency at enterprises and organizations, skills of substantiating and defending their own conclusions and awareness of responsibility for the result of professional decisions made.

Course contents

Module I. BACKGROUND OF LEADERSHIP AND CREATIVITY

Topic 1. Foreign Researches on Leadership

Topic 2. Domestic Researches on Leadership

Topic 3. The Concepts of Creativity

Module II. MESSAGES TOWARDS LEADERSHIP

Topic 4. The attention to the leader's roles

Topic 5. Mindset change in digital era

Topic 6. Foreground activities of the leader

Topic 7. Creative leader's role in change-management

Topic 8. Keeping the balance

Topic 9. Developing a team

Learning outcomes:

Knowledge: a systematic approach to personnel management, the content of the process of forming the goals of professional and personal development, principles of personnel management and functional division of labor; fundamentals of organization management in divisions and groups.

Skills: to formulate the goals of personal and professional development and the conditions for its self-realization, taking into account the individual and personal characteristics and opportunities to use creative potential, own assessment methods in selecting candidates for hiring; methods of professional and organizational adaptation; personal and professional development of employees of the organization.

Skills: practical skills of staff motivation; skills to develop personal and professional development programs and changes in their implementation; tools that allow developing a strategy and tactics for the adaptation; mechanisms for building corporate culture, solving problems of cultural adaptation; methods of changing the behavior of the individuals and the group in accordance with the criteria of the effectiveness of the organization; skills for analyzing and evaluating collaboration mechanisms.

Assessment methods and criteria

Interview

Criteria for evaluation:

- 3 points to the students demonstrating a thorough understanding of the problem comprehensively, consistently, correctly and logically presenting the theoretical material; correctly formulating the definition of 3 questions;
- 2 points to the students demonstrating a considerable understanding of the problem, knowledge of the basic theoretical concepts; fairly consistently, correctly and logically presenting the material of 2 questions;
- 1 point to the students demonstrating a partial understanding of the problem, a general knowledge of the material being studied by the 1-st question;
- 0 points to the students not demonstrating the possession of the conceptual apparatus of the discipline; not responded a single question.

Case-tasks

Criteria for evaluation:

- Evaluation of "passed" is given to the students if the decision is consistently formulated; if there is a deeper problem conceived; if he demonstrates an original approach (innovation, creativity), registered alternatives; if there is the possibility of the result use.
- Assessment of "not passed" " is given to the students if the decision does not meet the ideas of modern Leadership, is not adequate to HR market; is not sound and doesn't predict difficulties; is not applicable in practice.

Essay

- "Excellent" (10 points) is given to the student if he introduces a clear thesis or a clear statement of the position consistently settled into a well-organized essay; presents a balanced argument supported with information; raises important questions; analyzing and convincing conclusions; there are no conceptual errors.

- "Good" (8 points) is given to the students if he introduces basic requirements for the essay, but permit shortcomings. In particular, there are inaccuracies in the presentation of the material; there is no logical sequence in the judgment.
- "Satisfactory" (6 points) is given to the students if the essay 's topic is disclosed not enough; specific position is not given; information is inaccurate, mechanical errors seriously impedes understanding.
- "Unsatisfactory" (less than 6 points) is given to the students if the essay topic does not match, reveals a significant lack of understanding of the problem, arguments are scattered, inconsistent, many dubious or erroneous facts, the text is untidy and hard to read, a lot of grammatical and spelling errors.

Course literature (recommended or required)

1. Korsakova, T.V. Creative Leadership (in English): study guide / T. V. Korsakova; Southern Federal University. - Rostov-on-Don; Taganrog: Publishing House of the Southern Federal University, 2018. - 85 p. <https://hub.lib.sfedu.ru/repository/material/>
2. Covey C. Leadership based on principles. Moscow, Alpina Publisher, 2016 https://biblioclub.ru/index.php?page=book_red&id=279696&sr=1
3. Savina M. Development of the potential of employees: professional competence, leadership, communication. Publisher: Alpina Publishers, 2016 https://biblioclub.ru/index.php?page=book_red&id=81814&sr=1
4. Maxwell, J. C. Rush your leadership. (2013). The 5 Levels of Leadership: Proven Steps to Maximize Your Potential. Center Street; Reprint edition. <https://www.toolshero.com/leadership/5-levels-of-leadership-maxwell/>
5. Zhivitsa O. V. Leadership: study guide. Publisher: University "Synergy", 2017. https://biblioclub.ru/index.php?page=book_red&id=455425&sr=1
6. Maslov V. I. Theory and practice of leadership in the XXI century. Publisher: Direct Media, 2017. https://biblioclub.ru/index.php?page=book_red&id=455586&sr=1
7. Schaefer B., Grundl B. Simple Leadership. Translation from German: Borich S. E. Publisher: Popurri, 2013. https://biblioclub.ru/index.php?page=book_red&id=445071&sr=1
8. Hunter D. The Servant: A Simple Story About the True Essence of Leadership.

Potpourri, 2014. https://biblioclub.ru/index.php?page=search_red