

BBA 3rd YEAR 6th
SEMESTER
ELECTIVE-3 -HR
LEADERSHIP AND
CHANGE MANAGEMENT

COURSE OBJECTIVE:

This course offers an understanding into Leadership Activities and its influence on the Management of change in the organisations.

UNIT 1- INTRODUCTION

Leadership:

- Concept
- Characteristics
- Roles
- Motives
- Skills and functions
- Leadership vs Management
- Effective leadership behaviours and attitudes
- Impact of leadership on organisation performance

UNIT 2-LEADERSHIP STYLES AND THEORIES

- Popular leadership styles
- Entrepreneurial and super leadership
- Transactional vs Transformational leadership
- Trait and path- Goal theories of leadership

UNIT 3-ORGANISATIONAL CHANGE

- Types and forces of change
- Frame work for change management
- Proactive change and reactive change
- Elements of planned change
- Action research model
- Individual and organisational barriers to change management and overcoming the barriers to change management

UNIT 4 - INFLUENCE OF CHANGE

- Six belief changers that influence change
- Organisational change through influencing individual change
- Approaches: Kotter's eight step plan, Greiner's Change process model
- Four key drivers of organisational change
- Factors contributing to resistance to change
- Best practices to overcome resistance to change

UNIT 5 – ORGANISATIONAL CULTURE AND CHANGE MANAGEMENT

- Organisational culture and Leadership
- Types of cultures
- Primary and Secondary ways to influence culture
- Elements of organisational culture
- Diagnosing, creating and managing organisation culture