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COURSE SYLLABUS PROPOSAL

LEADERSHIP AND RESILIENCE IN ORGANIZATIONS

Wladislaw Rivkin
Aston University (United Kingdom)

June 17 - June 29
(6:00 pm - 9:00 pm)

June 29
(9:00 am - 12:00 m)



DESCRIPTION

The main purpose of this course is to highlight the impact of leadership on employees' mental health, well-being, and effectiveness. Moreover, the course content will focus on how leaders can improve followers' resilience and thereby increase followers' mental health. During the course students will engage with most recent academic literature on how different leadership styles affect followers' resilience, mental health, and effectiveness. Moreover, students will participate in a broad variety of exercises including development and implementation of a leadership training to foster followers' resilience and mental health. The course is recommended for those with an interest in becoming effective leaders.

OBJECTIVES

- To provide students with the most current, and best available scientific evidence on the relations between different leadership styles and employees' resilience, mental health, and well-being.
- To enable students to critically evaluate the validity and usefulness of these approaches.
- To provide students the opportunity to reflect upon and adapt their leadership behaviors in order to improve their followers' resilience, mental health, and well-being.
- To give students an overview of concurrent most effective leadership development methods

Module Learning Outcomes:

By the end of this module, students will be able to:

- Assess their own and followers' mental health and well-being
- Identify the causes, which cause followers' impaired mental health and well-being
- Assess and foster followers' resilience
- Engage in leadership behaviors, which are likely to improve their followers' resilience, mental health, and well-being
- Develop training exercises for leaders to improve followers' resilience

METHODOLOGY

The course includes several pedagogical methods: The typical class starts with a lecture, which offers the fundamental conceptual background, followed by an exercise during which students can apply the previously covered content. Exercise range from group discussions, -reflections, and -presentations, traditional and video case study analyses, reflection and discussion of an individual feedback and coaching to improve leadership skills. In the second half of the module students will develop a leadership training on the topic of improving employees' resilience, mental health and well-being and will deliver parts of this training to the whole course.

EVALUATION

1. Final exam including a case study: 40%
2. Group Coursework: Developed leadership training component including a reflection: 30% - 2000W
3. Individual Coursework: Reflection on personal leadership based on the provided feedback and proposition of a leadership development plan - 500 W (20%)
4. Group Presentations: Leadership philosophy (Session 1) and Leadership training exercise (Session 5) (10%)

PRE-REQUISITES

None.