

NIRMA UNIVERSITY

Institute:	Institute of Commerce
Name of Programme:	B.Com. (Hons.)
Course Code:	2CC501
Course Title:	Leadership and Team Building
Year of Introduction:	2022-23 (Semester – IV)

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Course Learning Outcomes (CLO):

After successful completion of this course, the students will be able to:

1. Define leadership and it's application at all levels of management. [BL-1]
2. Elaborate fundamental aspects of managing and leading organizations. [BL-4]
3. Develop a personal leadership philosophy by applying historical and contemporary literature. [BL-3]
4. Describe the concept of team, groups and the factors for its success. [BL-2]
5. Develop and build a good team. [BL-3]

Syllabus

Teaching Hours

Unit-I	Introduction to Leadership <ul style="list-style-type: none"> • Definition of Leadership • Approaches to Leadership • Leadership and Management 	3
Unit-II	Leadership Role, Skills and Styles <ul style="list-style-type: none"> • Competencies and Traits of Leaders • Leadership Grid • Interpersonal Skills • Communication Skills • Styles of Leadership – Benevolent, Critical, Developmental, Collaborative, Visionary 	10
Unit-III	Types of Leadership <ul style="list-style-type: none"> • Transformational Leadership • Charismatic Leadership • Servant Leadership • Characteristics of Ethical Leaders • Ethical Philosophy and Role Model • Emotional Intelligence 	6

Unit-IV	Team Building and Group Composition <ul style="list-style-type: none"> • What is a team • Importance of groups in organization • Understanding group composition, structure and process • Communication within the group • Enable Group Decision making 	6
Unit-V	Types of Teams and building a good team <ul style="list-style-type: none"> • Types of Teams (Traditional, Self Directed and E-Teams) • Leader member exchange model • Build a good team through High-Performance teams concept 	5

Suggested Readings:

1. Daft, R. L., (2019), Organizational Theory and Design. New Delhi: Cengage Learning.
2. Khandwalla, P. N. (2001), Organizational Designs for Excellence. New Delhi: Tata McGraw Hill Publishing Company Limited.
3. Luthans, F.; Luthans, B. C. & Luthans, K. W., (2015), Organizational Behaviour: An Evidenced Based Approach. USA: Information Age Publishing.
4. Pareek, U. & Khanna, S., (2016), Understanding Organizational Behaviour. Delhi: Oxford University Press.
5. Robbins, S. and Barnwell, N., (2016), Organization Theory - Concepts and Cases. Australia: Pearson.
6. Slocum, J.W. Jr & Hellriegel, D., (2010), Principles of Organizational Behaviour. International Edition. USA: South -Western Cengage Learning.
7. Jon R. Katzenbach and Douglas K. Smith, (2015), The Wisdom of Teams: Creating the High-Performance Organization, Harvard Business Press Review.