

23rd International Project Week **12th – 16th July 2021**

Lecturer: Przemysław Zbierowski and Przemyslaw Zbierowski

University/Company: Uniwersytet Ekonomiczny w Katowicach

Country: Poland

Positive leadership

Content:

The module will cover a couple of techniques and methods used in positive management, such as: (1) Authentic leadership – building the leader's legitimacy through honest relationships with followers which value their input and are built on an ethical foundation, (2) Psychological capital (PsyCap) – positive and developmental state of an individual characterized by high self-efficacy, optimism, hope and resilience, (3) Fundamental state of leadership – answering fundamental questions about your identity as a manager, (4) Empowerment, (5) Perceived organizational support, (6) Virtues and signature strengths, (7) Multiple and emotional intelligence, (8) Other positive approaches such as civility and humour

Methods:

Several methods will be applied in delivering the module: (1) Theoretical introduction into each part explaining the main concepts and models, (2) Discussion on the assumptions of each concept, (3) Teamworking and role-playing – uncovering the leadership abilities, (4) Case studies – real-life cases that present positive leadership behaviours, (5) Experiments – social situations that demonstrate the reactions to positive and negative behaviours.

Competences and skills to be acquired:

After attending the module students will be able to: (1) Become positive and authentic leaders by building trust and generating enthusiastic support from their followers, and creating the atmosphere of organizational justice and psychological safety among followers, (2) Build their own and their future followers psychological capital (PsyCap) by leveraging hope, self-efficacy, optimism and resilience, (3) Utilize signature strengths of their followers to achieve their happiness and high performance, (4) Understand the basics of applying appreciative inquiry (AI) to renew and develop the organization, (5) Find a way to achieve psychological well-being and work-life balance, (6) Create perceived organizational support among followers.

Prerequisites:

Organizational behavior (recommended, not obligatory)

Language of instruction:

English

Recommended for:

Interdisciplinary