Open Electives (OE)/ Generic Electives
(Offered by the Department of Management Studies to Other Departments)

Personality Development - II

COURSE CODE: **U25MS3OE01** COURSE CREDIT: 02

1 credit - 15 lectures **1 lecture- 60 minutes**

Course Objectives (CO)

1. Define key leadership styles and their applications.
2. Analyze the impact of communication styles on leadership effectiveness.
3. Explain the concept of a growth mind-set and its role in leadership development.
4. Discuss strategies for motivating individuals and teams.

Learning Outcomes

1. Develop a strong foundation of leadership and
2. Learn leadership communication
3. Enhance your ability to motivate and inspire others
4. Build confidence in conflict resolution and decision-making

Unit No.	Topic	No. of Lectures required
Unit-I	**The Foundations of Leadership** • Defining leadership styles (e.g., transformational, democratic, servant) • Understanding the role of vision, mission, and values • Developing a growth mind-set and embracing challenges **Effective Communication for Leaders** • Delivering clear, concise, and inspiring messages • Practicing active listening and providing constructive feedback	10
Unit-II	Motivat...	10

	• Understanding what motivates individuals and teams • Setting SMART goals (Specific, Measurable, Achievable, Relevant, Time-bound) • Empowering team members and delegating effectively • **Conflict Resolution and Decision-Making** • Developing strategies for navigating difficult conversations • Fostering a collaborative approach to problem-solving • Making sound decisions under pressure • **Leading with Influence** • Understanding persuasion techniques and building buy-in • Fostering innovation and a culture of creativity • Leading by example and embodying your values	
	• **Total Lectures**	**30**

Course Activities:

- Self-Assessments: Identify your leadership strengths and areas for development.
- Interactive Exercises: Practice communication techniques, role-playing leadership scenarios.
- Case Studies: Analyze real-world leadership challenges and develop solutions.
- Action Planning: Create a personalized roadmap to implement learned skills

SCHEME OF EXAMINATION:

Continuous Evaluation Pattern

Description	Marks
Online Quiz	10
Individual Assignment	10
Group Project	25
Class Participation	5
Total	**50**

Passing criteria: Minimum 40% ie 20 marks out of 50

Reference Books

- Leadership: Theory and Practice by Peter G. Northouse
- The Mentor Leader: Secrets to Building People and Teams That Win Consistently by Tony Dungy
- How to Win Friends & Influence People by Dale Carnegie
- Motivation and Leadership, Dr.Parveen Nagpal, Sheth Publisher Pvt ,Ltd