

COURSE OUTLINE

Programme:	EXECUTIVE EDUCATION
Course Title:	Transformational Leadership - SBSC 6607
Contact Hours:	Eighteen (18)

COURSE OVERVIEW:

This course is designed to influence the views and behaviours of participants in relation to leadership for transformation; it will provide participants with practical awareness and competence in leadership to understand and manage human behaviour within the context of change. It focuses on the ability to inspire self and others, modeling the way, and creative thinking as the force for influencing and managing change in the organization. In this way, managers would seek to move from functional management to a higher motivation to serve others, while simultaneously involving themselves and others in creativity, innovation and developmental actions for the success of the organization.

EXPECTED LEARNING OUTCOMES:

After completing this 18- hour course, participants should have a knowledge and understanding of:

1. The global forces that demand transformation of business practices and transformational leadership
2. The Current theories of organizational behaviour that sometimes demand transformational Leadership for changed behaviour.
3. The characteristics that distinguish between other styles of leadership and transformational leadership.

4. The distinction and difference between Management vs Leadership and the appropriate situation to exercise each variable in leadership effectiveness, including their own leadership profiles and the relevance of these to their leadership effectiveness.

Participants should be able to:

- a) Identify and critically assess the difference in management and leadership style, power and influence.
- b) Make an assessment of likely leadership needs within self and the organization.
- c) Apply principles of leadership in charting the way towards their own personal development needs.
- d) Apply transformational leadership skills and techniques to the solution of problems and issues in the workplace
- e) Utilize the Eight Steps Model of Transformation in the organization

CONTENT:

Session 1 - Context of Transformational Leadership

- Leaders vs Managers
- Human Behaviour and Motivation

Session 2 - Leadership as a Process towards becoming Transformational

- Globalization and implications for leadership
- Trends and challenges facing the leaders in a globalized context
- Current and emerging views on leadership
- Defining organizational reality through the articulation of vision by leaders
- Documentary Richard Brandson - <https://www.youtube.com/watch?v=nnD4iGdssbg>

Session 3- Types of Change needed

- Transformational development
- Kotter Model
- Leadership Actions

Session 4- Leadership Theories and Current Views

- Traditional Theories and Transformational Leadership
- Personality Factors and Leadership Styles.
- Visioning, Critical and Strategic Thinking
- Empowering Self and Others

Session 5 - Attributes and Skill Requirements for Transformational Leaders

- Leaders as the whole person
- Problem solving, Communication and Decision-making Approaches
- **Do the Big 5 Personality Test online or Myers-Briggs AS hard copy**

The use of diagnostic methods for assessing personal strengths and weaknesses to achieve personal development LSI. (Take home Assignment)

Practical Exercise

Group Activity - Identify and prepare a TL of choice for presentation. Day 1 for presentation day 2

CERTIFICATION

An assessment component will be included and Certificates of Achievement are awarded to those participants who attain the prescribed levels of attendance **and** performance