18th International Project Week 2016
25th – 29th April 2016

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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 who value their input and are built on an ethical foundation, (2) Psychological capital (PsyCap) – the 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) Positive deviance – creating a positive working atmosphere, meaning, relationships and communication, (5) Perceived organizational support, (6) Other positive approaches such as civility and humour.

Methods:
A number of methods will be applied in delivering the module: (1) Theoretical introduction to 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 behaviour, (5) Experiments – social situations that demonstrate the reactions to positive and negative behaviour.

Competences and skills to be acquired:
After attending the module students will be able to: (1) Become positive and authentic leaders by building trust among and generating enthusiastic support from their followers, and creating the atmosphere of organizational fairness 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) Build a work environment that is positively deviant – different from any other and characterized by a positive working atmosphere, meaning (see above), relationships and communication, (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 a healthy work-life balance, (6) Create perceived organizational support among followers.

Prerequisites:
Organizational behaviour (recommended, not obligatory)

Language of instruction: English

Recommended for: Economics