

# **ADVANCED EXERCISES IN LEADERSHIP AND HUMAN RESOURCE MANAGEMENT**

**Wintersemester 2020/2021**

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## **CONTENT OF THE MODULE**

The module comprises selected, application-oriented topics of the modules “Leadership” and “Organizational Behavior & Human Resource Management”. It aims to transfer important contents of these modules for solving practical problems. For this purpose, theoretical content from both modules mentioned above serves as basis to deal with advanced, specific subjects described in the case studies. Students will learn to apply scientific theories and findings to solve practical problems in organizational behavior, leadership, and human resources and to present and critically discuss corresponding solutions in oral and written form.

## **RECOMMENDED CONDITIONS FOR PARTICIPATION**

The module requires knowledge regarding the contents of the modules “Leadership” and/or “Organizational Behavior & Human Resource Management” which should be applied to practical issues. Attending these events is therefore a recommended (but not mandatory) prerequisite for participation.

## **GRADING**

The individual overall grade is made up of 3 parts:

- Oral case study presentation (40%)
- Oral discussion of a case study presentation and leading of plenary discussion (20%)
- Final paper (40%)

All these components should be prepared and presented in group work (4-5 members per group). Grading is based on both the overall performance of the group as well as the individual contribution to that performance.

## **ELEMENTS OF THE MODULE**

### **1. Kick-off event (03.11., 10-12 a.m., online)**

- Administrative aspects of the module
- Explanation of the specific contents
- Division into groups
- Assignment of topics

### **2. Colloquium**

**(Date 1: 11.02.21, 9-14 a.m., online)**

**(Date 2: 12.02.21, 9-14 a.m., online)**

- *Case study presentations*

Each group will be assigned a case study in the kick-off event, along with a series of questions and further literature references. The case study is to be resolved on the basis of these questions and the respective literature. The corresponding analyses and solutions will be presented in the colloquium.

- **Discussion**

Each group should critically discuss the case study presentation of another group in a separate presentation. This group should then lead a short plenary discussion on the respective case study in the end. The presentations to be discussed will be available to the discussion groups in time.

Before the colloquium, all groups will have the opportunity to receive individual feedback from the lecturers on their case study presentations and their discussions.

### **3. Final paper (Deadline: 09.03.21, 12 p.m.)**

Each group summarizes the results of their case study work in a final paper. The individual feedback on the presentation as well as the discussion in the colloquium can be used to improve the paper.

*Details on all elements of the module will be explained in the kick-off event!*

### **REGISTRATION**

The module is limited to a maximum of 30 participants in order to allow for a lively discussion. Please register for the module by sending an e-mail to Anna Faber ([Anna.Faber@wirtschaft.uni-giessen.de](mailto:Anna.Faber@wirtschaft.uni-giessen.de)). Please attach a current FlexNow sheet. In case applications exceed the maximum capacity, places will be allocated according to the average grade.

Important: Please register **before 30.09., 10 a.m.** in order to be considered for a possible selection procedure!

Changes to this syllabus are possible and will be communicated via Stud.IP.