



**EFFECTUS**  
University of Applied Sciences



**Erasmus+**

# **Leadership**

**-Syllabus-**

This syllabus informs students about the content of the course " Leadership," the teaching methodology, student obligations, and the exam format.

## 1. Basic Course Information Course Objectives

The course provides students with an overview of recent theoretical concepts and knowledge in the field of organizational behavior. It helps students recognize and understand issues related to people in organizations, and enables them to select theoretical concepts that correspond to these problems and develop appropriate solutions, all with the aim of successfully leading organizations.

## 2. Learning Outcomes

**Learning outcomes** indicate the knowledge, skills, and competencies that the student has acquired by fulfilling course requirements and passing the exam in the **Leadership** course. This means that students are able to:

- Distinguish between different perspectives on leadership and examine leadership as a trait versus leadership as a process.
- Identify leadership approaches based on skills, style, and traits.
- Analyze leadership styles and, based on the analysis, evaluate the differences and similarities between the situational approach and the path-goal theory.
- Select an appropriate leadership theory based on a real-world example and assess its effectiveness.
- Examine the role of gender in leadership and investigate the existence of the glass ceiling in a company of choice.
- Formulate a code of ethics while considering the fundamental cultural determinants of the society in which the company operates.

### Duration and Delivery Method

The Leadership course is a mandatory course carrying 7 ECTS credits and is conducted as a combination of lectures and exercises.

The classes are held according to the schedule published in the digital student administration system and on the school's notice board.

The course comprises a total of 56 hours, including:

- 42 hours of lectures
- 14 hours of exercises

## (1) Instructors and Communication Methods

- dr.sc. Natalia Tutek - [ntutek@effectus.com.hr](mailto:ntutek@effectus.com.hr)

## (2) Literature and Other Sources

### **Mandatory Literature**

Chapman, E. N., O'Neil, S. L.: Leadership – The Essential Steps Every Manager Must Know,  
III. Izdanje, MATE, 2003.

### **Supplementary Literature**

Nahavandi, A.: The Art and Science of Leadership; Prentice Hall; 2003

Bertels, T. (Ed.): Rath & Strong's Six Sigma Leadership Handbook; John Wiley & Sons. Inc,  
2003.

Krames, J. A.: Jack Welch Leksikon vodstva; Naklada Zadro, Zagreb, 2002

## (3) Code of Conduct

In addition to general rules of proper behavior, students are expected to:

- Actively and attentively follow the lessons
- Arrive to class on time, prepared, and with the necessary materials

During written exams:

- Students may only have writing materials and an identification document with them. No other personal belongings are allowed, especially mobile phones.
- Leaving the room is not permitted.
- Communication with other students in any form is not allowed.

Students and lecturers are also expected to adhere to ethical principles, which require compliance with the following instructions:  
In order to maintain a high standard of quality and the school's reputation, we would like to emphasize the school's official position on misconduct during exams.

The use of unauthorized materials (cheat sheets) during exams, as well as any form of communication between students, is prohibited and ethically unacceptable. Lecturers are expected to sanction such behavior. To prevent this, students must be reminded before each exam that cheating will not be tolerated. Measures should be taken to prevent cheating, such as instructing students to leave their personal belongings in designated areas (coat racks), spreading students apart, etc. During exams, the use of mobile phones is strictly prohibited,

even for calculations! Students must identify themselves with their student ID card during the exam.

If students engage in unacceptable behavior, the materials they used for cheating must be confiscated, the exam must be taken away and annulled, and the student's name and surname recorded.

Lecturers are expected to ensure that exam grades reflect the students' actual knowledge, not their cleverness, as their competencies will ultimately be assessed by the job market, which is crucial for maintaining the school's reputation.

#### **(4) Activity Calendar**

##### **Classes**

Classes are held according to the academic year activity calendar, which is published on the School's website, in the digital student service system, and on the notice board.

##### **Deadlines and Submission of Seminar and Other Papers**

Seminar papers and other assignments are to be submitted during the class of the subject lecturer or course leader, or during consultation hours.

#### **(5) Tips and Recommendations for Students**

As an additional form of support for mastering the material, students are advised to attend consultations at times that will be specified later.

We especially want to emphasize the necessity of continuous independent work, as this will allow you to meet the relatively high exam criteria by taking full advantage of this teaching concept. The material is such that failure to keep up with the ongoing content can seriously hinder a student's ability to follow the further course of instruction. Difficulties in following the material may lead to demotivation and, ultimately, various undesirable outcomes. Therefore, we suggest a serious approach from the very beginning and throughout the entire course.

In case of any uncertainties, problems, or unforeseen situations, we recommend contacting the lecturer and course leader in a timely manner.