

TANTÁRGYLEÍRÁSI ŰRLAP

A tantárgy megnevezése - angolul: Leadership – A Representation of Follower Values Approach

<u>Oktatás nyelve:</u>	ANGOL
<u>Tanszék:</u>	Gazdaság- és Vezetéstudományi Intézet
<u>Tantárgy típusa:</u>	szabadon választott
<u>Képzésforma:</u>	nappali
<u>Tanóra száma:</u>	2 óra/hét
<u>Ajánlott félév:</u>	
<u>Meghirdetés féléve:</u>	
<u>Kreditérték:</u>	6 kredit
<u>Tantárgy kódja:</u>	
<u>A tantárgy felvételének előfeltétele:</u>	-
<u>Tantárgyfelelős:</u>	János Fehér PhD
<u>Oktató:</u>	János Fehér PhD

A tantárgy szakmai elsajátításának célja:

While *power and influence* had been historically—and have remained—key in interpreting leadership, other issues, including the *representation of the values of followers / societies, groups and their members* by the leaders have also been crucial in gaining insight into this phenomenon. The goal of this subject is to introduce leadership from a '*leaders as representatives*' perspective and enhance students' understanding about the values-related substance and value implications of organizational leadership.

Rövid tantárgyprogram, a megszerezhető ismeretek, elsajátítandó alkalmazási (rész)készségek és (rész)kompetenciák leírása:

1. Leadership as a process of influencing followers. The evolution of leadership thought: trait, behavioral and contingency approaches.
2. Leaders as representatives of followers' values. The evolution of leadership thought from a representation of followers' values perspective.
3. Transformational leadership as an integrative leadership model and complex mechanism for exerting influence.
4. Aspirations and functions of the transformational leader. Manifest, latent and dysfunctional tendencies, and reciprocity between leaders and followers in transformational leadership.
5. Experiential exercise in leadership. Choosing the right leadership style.
6. Other contemporary leadership theories. The issue of credibility in leadership. Authentic Leadership.
7. Values work of the leader. Value-based leadership in a changing cultural-historical, technological, economic, HRM, political and ethical context.
8. Dimensions of leadership values, i. a. time related (change and innovation), societal environment related (CSR, CSV), employee related and inner self related.
9. Empowering followers in leadership.
10. Self-understanding and self-regulation in leadership.
11. Interrelations between the Power/Influence and Representation of Follower Values leadership perspectives. Influence potential and values transfusion. The effect of the types of the represented values and the authenticity of the leader on the effectiveness of the leadership influence. The ethical choice of and motives behind, options for and constraints against value-based leadership behaviors.
12. Experiential exercise – leadership and values.

<u>Évközi tanulmányi követelmények:</u>	TVSZ-ben meghatározott órai részvétel / class participation
<u>Értékelés módja:</u>	kollokvium
<u>Az értékelés módszere:</u>	írásbeli

Az ismeretek, készségek és kompetenciák elsajátításához rendelkezésre álló tanulmányi segédanyagok:

Kötelező / Ajánlott irodalom:

1. Antonakis, John; Day, David D. (2018): *The Nature of Leadership*. Thousand Oaks (California), Sage Publications, 2018, ISBN: 978-1483359274
2. Avolio, Bruce, J., Yammarino, Francis, J (2013): *Transformational and charismatic leadership: the road ahead*. Bingley (UK), Emerald, 2013
3. Bachmann, Bernhard (2016): *Ethical Leadership in Organizations. Concepts and Implementation*. Switzerland, Springer International Publishing, 2017
4. Dierendonck, Van D., Patterson, Kathleen (Ed.). (2018): *Practicing Servant Leadership. Developments in Implementation*. London, Palgrave Macmillan, 2018
5. Fehér, János (2018): Certain aspects of the 'Leaders as Representatives' leadership perspective. *Glossa Iuridica, A jó kormányzás, Új folyam*, 2018. V. évf. 3-4. sz.
6. Fehér, János; Bonifert, Márta Szigeti (2000): The Application of Change Management Methods at Business Organizations Operating in Hungary (2001): Challenges in the Business and Cultural Environment and First Practical Experiences. In: Daniel Denison. *Organizational Change in Transition Economies*. (2001), Lawrence Erlbaum & Associates, London, UK, ISBN:0805836187
7. Fehér, János; Kollár, Péter (2021): Leadership Practices Inventory (LPI) dimensions revisited in a Hungarian context. Budapest (in progress)
8. Fehér, János; Reich, Matthias (2020): Perceived impacts of company Workplace Health Promotion on employment relationship.. *Journal of Eastern European and Central Asian Research* 2020 (3), pp. 238-254
9. Fehér, János; Urbán, Anna (2020): Change and Values. Book chapter. In: Fehér, János: *Fejlesztő vezetés*. KRE ÁJK, Budapest
10. Kouzes, James M., Posner, Barry Z. (2017): *The Leadership Challenge: How to make extraordinary things happen in organizations*. 6th edition, John Wiley & Sons, New York, NY, 2017