Lutsenko Olena L. (PhD, Psychology, Associate Professor)
Filonenko Anna (Master, Psychology, Lecturer)
School of Psychology
V. N.Karazin Kharkiv National University

COURSE DESCRIPTIONS – PSYCHOLOGY OF LEADERSHIP

Title and N of module	Themes	Forms of the teaching	Cumulative quantity of hours
1 – Leadership Theories	1. Introduction: Definition and meaning of leadership.Origins andprevalence of the phenomenon.	lecture	2
	2.The study of student's representations about the leadership concept by using semantic differential.	practice	4
	3. Transformational Leadership and Transactional Leadership. Difference between them.	lecture	6
	4. Analysis of case studies from the perspective of transformational and transactional approaches.	practice	8
	5. Leader-Member Exchange Theory.	lecture	10
	6."Leader–Member Exchange Questionnaire" (LMX 7): procedure and applications.	practice	12
	7. Leadership Styles (by Lewin, Umansky, Parygin, Fiedler, Likert, Blake Mouton).	lecture	14
	8. Psychological test for revealing leadership styles.	practice	16
	9. Leadership Traits or Personality. Cross-cultural variations in leadership perceptions.	lecture	18
	10. Repertory grid technique for finding leadership traits (Kelly). "Leadership Trait Questionnaire" (LTQ) as assessing technique of personal leadership characteristics.	practice	20
	11.Leadership as an influence of the minority.Researches of C.J.Nemeth and S.Moscovivi about circumstances when minority can affect.	lecture	22
	12. Training for developing consistency and confidence.	practice	24
	13. Costly-signaling theory like a basis for future leadership. Attributes of costly-signaling behavior. Benefits of such way to leadership.	lecture	26
	14. Writing an essay with examples of "cost signaling" behavior.	practice	28
2 – Leadership Skills	1. Goal setting. Motivating others. Coaching.	lecture	30
	2.Group discussion "Positive and negative features of motivation using rewards and punishments".	practice	32
	3. Feedback. Communication.	lecture	34
	4.Training "Leadership and communication in the organization".	practice	36
	5. Negotiation or Conflict Management. Gender aspect.	lecture	38
	6. Role play the "Prisoner paradox". Group conflicts. Styles of conflict behavior. Techniques of conflict resolution.	practice	40
	7. Power and Influence. Speech style. Self-confidence. The detrimental effects of power on confidence, advice taking, and accuracy.	lecture	42
	8. Writing an essay "Consequences of using different leader power types".	practice	44
3 – Leadership Applications or Context	1. Teamwork. Diversity in goal orientation, team reflexivity, and team performance.	lecture	46
	2.Role play "Flight to the Moon".	practice	48
	3. Organizational culture. Ethical leadership. Role of the gender.	lecture	50
	4. "Dimensions of Culture Questionnaire". Analysis of case studies describing leadership in various cultural contexts.	practice	52
	5. Organizational justice or fairness. Social dilemmas.	lecture	54
	6. Group discussion "What is organizational justice? Structure, sources, events and social entities".	practice	56
	7. Followership. The role of followers' peculiarities on leadership dynamics. How followers perceive, decide, behave, and take action.	lecture	58
	8. Writing an essay "Recommendations on accounting the follower traits and characteristics that affect leader behavior".	practice	60
	9. Toxic or destructive leadership. Bullying in the workplace. Leader Failures –the reasons and explanations.	lecture	62
	10. Group discussion "Destructive leadership: definition and examples".	practice	64

ANNOTATION

This course of Leadership Psychology is oriented for people who already learned some courses of Psychology, for example, General Psychology or Social Psychology, Psychology of Communication etc.

Course Psychology of Leadership is designed for 64 hours of classes, of which 32 hours are devoted to theoretical issues, while the remaining 32 hours –to the practical consolidation of theoretical knowledge.

The theoretical part includes analysis of main theories and findings in this area. Most of them are well known and have been confirmed by many researches and some of the theories are rather new and progressive, e.g., Costly-Signaling Theory. The practical part includes a lot of training, role-playing games, group discussions, writing essay, psychological testing, which will help for the students assimilate skills for effective leadership and followership, better understand theoretical issues.

Course is prepared and will be taught by two lecturers.**LutsenkoOlena L.**, PhD, Psychology, Associate Professor of Applied Psychology Department, Head of the Laboratory of Psychodiagnostics ofSchool of Psychology V.N.KarazinKharkiv National University and **Filonenko Anna**, Master of Psychology, Lecturer of General Psychology Department of the same University, who is now preparing to defend his Ph.D. thesis.

USEDLITERATURE

Northouse, P.G. (2013). Leadership: theory and practice. – 6th ed. SAGE Publications, Inc.

McAndrew, F.T. (2002). New Evolutionary Perspectives on Altruism: Multilevel-Selection and Costly-Signaling Theories. *Current Directions in Psychological Science, 11*, 79-82.

Laux, L. et al. (2010). Personalistic concepts in action: The case of Adolf Hitler. *New Directions in Psychology, 28*, 183-190.

De Cremer, D., van Knippenberg, D. (2004). Leader self-sacrifice and leadership effectiveness: The moderating role of leader self-confidence. *Organizational Behavior and Human Decision Processes, 95*, 140-155.

Earley, C.P. (1999). Playing Follow the Leader: Status-Determining Traits in Relation to Collective Efficacy across Cultures. *Organizational Behavior and Human Decision Processes,80*, 192–212.

Lord, R.G. et al. (1999). Understanding the Dynamics of Leadership: The Role of Follower Self-Concepts in the Leader/Follower Relationship. *Organizational Behavior and Human Decision Processes, 78*, 167–203.

Sluss, D.M., Thompson, B.S. (2012). Socializing the newcomer: The mediating role of leader-member exchange.*Organizational Behavior and Human Decision Processes, 119,* 114-125.

San Young Sung, Jin Nam Choi (2012). Effect of team knowledge management on the creativity and financial performance of organizational teams.*Organizational Behavior and Human Decision Processes, 118,* 4-13.

Lian, H. et al. (2012). Does taking the good with the bad make things worse&How abusive supervision and leader-member exchange interact to impact need satisfaction and organizational deviance. *Organizational Behavior and Human Decision Processes, 117,* 41-52.

Mueller, J.S. (2012). Why individuals in larger teams perform worse? *Organizational Behavior and Human Decision Processes, 117,* 111-124.

& more.