

## АННОТАЦИЯ РАБОЧЕЙ ПРОГРАММЫ ДИСЦИПЛИНЫ

### Лидерство в эпоху перемен (Leadership in age of change)

*наименование дисциплины*

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**Код и наименование направления подготовки, профиля:** 38.04.02 Менеджмент, направленность «Стратегические коммуникации: государство и бизнес. Международная англоязычная магистратура»

**Квалификация (степень) выпускника:** Магистр

**Форма обучения:** Очная

#### **Цель освоения дисциплины:**

Код компетенции	Наименование компетенции	Код этапа освоения компетенции	Наименование этапа освоения компетенции
ДПК-2	Владение современными методами диагностики, анализа и решения социально-экономических проблем, а также методами принятия решений и их реализации на практике.	ДПК-2.3	Овладение навыками применения современных технологий в реализации социально-экономических проектов.

#### **План курса:**

##### **Тема 1 Creates a Vision:**

- Evokes the energy of a big dream, the energy of “inside-out,” and the energy of working at every level
- Works from mission and purpose and helps others connect their work with higher purpose
- Creates and communicates inspiring, aspirational and attainable vision
- Frames new narrative for implementation of vision
- Helps others navigate change by orienting people about where they are in the change process, what has happened, what is happening and what must happen next
- Champions new behaviors and actions, including risk taking and overcoming fear of failure
- Provides context for vision, strategy, and action
- Ensures clear prioritization for own contributions and for the organization
- Facilitates multi-option thinking (i.e. choices)
- Uses the energy aroused by those who oppose them or who are outside to forward the realization of their own dream.

##### **Тема 2 Communicates Through Listening:**

- Communicates effectively through deep listening, a unifying narrative, and skillful inquiry, demonstrating an understanding of how to use conversation to inspire and move others to action and establish positive accountability
- Understands how to communicate to stakeholders during the change process
- Creates strategic narratives and plans

- Convenes and facilitates conversations that open possibilities and outline key actions needed for implementation.

### **Tema 3 Optimizes Resources:**

- Optimizes existing resources to meet most important challenges
- Prioritizes and focuses action
- Makes decisions and commits to action.

### **Tema 4 Enrolls Others:**

- Inspires others with compelling vision that inspires them to act boldly
- Builds shared perspective (helps people see the whole thing)
- Influences coalitions towards desired outcomes
- Builds and leverages networks; knows how to influence social networks
- Creates shared intention
- Creates shared sense of urgency
- Gains “buy in” from the group
- Reinforces the positive to build confidence and hope in the group.

### **Tema 5 Develops Others:**

- Facilitates learning and results
  - Creates awareness
  - Designs actions
  - Plans and sets goals
  - Manages progress and accountability
- Engages, develops and empowers others, tapping into their core strengths and helping build their confidence and capabilities
- Develops transformational thinking in others.

### **Tema 6 Coordinates Action:**

- Establishes cohesive group
- Identifies few, most important things vs. all the important things
- Evaluates most valuable activities and best use of resources.

### **Tema 7 Builds an Intentional Culture:**

- Shapes culture
- Understands shadow side of culture
- Gives and receives feedback with positive accountability
- Gains or communicates clear and committed yes's and no's
- Holds true to commitments, building credibility.

### **Формы текущего контроля и промежуточной аттестации:**

Формы и методы текущего контроля успеваемости: диспут, симуляции

Форма промежуточной аттестации – Экзамен

### **Основная литература:**

1. Leadership Lessons from Compelling Contexts, edited by Claudia Peus, et al., Emerald Group Publishing Limited, 2016. ProQuest Ebook Central, <https://ebookcentral.proquest.com/lib/ranepa-ebooks/detail.action?docID=4509355>.