

АННОТАЦИЯ РАБОЧЕЙ ПРОГРАММЫ ДИСЦИПЛИНЫ

Б1.В.ДВ.05.02 Лидерство в эпоху перемен (Leadership in age of change)

наименование дисциплины

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Код и наименование направления подготовки, программа магистратуры:
38.04.02 Менеджмент, направленность «Лидерство и глобальная конкурентоспособность.
Международная англоязычная магистратура»

Квалификация выпускника: Магистр

Форма обучения: Очная

Цель освоения дисциплины:

Код компетенции	Наименование компетенции	Код этапа освоения компетенции	Наименование этапа освоения компетенции
УК -3	Способен организовывать и руководить работой команды, вырабатывая командную стратегию для достижения поставленной цели	УК -3.1	Вырабатывает стратегию сотрудничества и на ее основе организует отбор членов команды для достижения поставленной цели.

План курса:

Тема 1 Creates a Vision (Создает видения):

- 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 (Общается через слушание):

- 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.

Тема 3 Optimizes Resources (Оптимизирует ресурсы):

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

Тема 4 Enrolls Others (Зачисляет других):

- 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.

Тема 5 Develops Others (Развивает других):

- 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.

Тема 6 Coordinates Action (Координаты действия):

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

Тема 7 Builds an Intentional Culture (Создает намеренную культуру):

- 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:

В ходе реализации дисциплины «Б1.В.ДВ.05.02 Лидерство в эпоху перемен (Leadership in age of change)» использовались следующие материалы текущего контроля: **диспут, симуляции**

Промежуточная аттестация проводится в форме **экзамена (симуляция)**

Основная литература:

1. Leadership, Center for Creative, and Chuck Palus. Leadership Metaphor Explorer Facilitator's Guide, Center for Creative Leadership, 2018. ProQuest Ebook Central, <https://ebookcentral-proquest-com.ezproxy.ranepa.ru:2443/lib/ranepa-ebooks/detail.action?docID=2097948>.
2. Kriek, Drikus. Team Leadership : Theories, Tools and Techniques, Knowledge Resources, 2019. ProQuest Ebook Central, <https://ebookcentral-proquest-com.ezproxy.ranepa.ru:2443/lib/ranepa-ebooks/detail.action?docID=5602962>.