



Kot Bhalwal, Jammu

Model Institute of Engineering
& Technology (Autonomous)
Dr. Arun K. Gupta Teaching-Learning Centre

Department of B.C.A.(H)

Details of Lesson Plan

S.No.	Particulars	Details
1.	Course Name	Introduction to Leadership Management
2.	Course Code	UGAEC-103 C
3.	Academic Year	2024-25
4.	Semester	1 st
5.	Number of Lesson plans	36
6.	Faculty Assigned	Dr. Navjeet Kaur

Faculty Signature

Lesson Plan No. 1.0	Course Name: Introduction to Leadership Development Topic: Introduction to the Course	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Provide an introduction to the course – Introduction to Leadership Development
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	Introduction (05 minutes) - Ask questions What do you mean by Leadership? How leaders are different from managers? - Introduce the concept of Leadership and Leadership Development. Development (30 minutes) - Introduction - Talk about the COs of the Course - List down the units of the Course - Overview of the Course - Describe about the Unit I – Introduction to Leadership - Briefly summarize Unit II – Leadership Styles and Theories - Provide an overview of Unit III – Leadership Development Succession - Outline the Unit IV – Leading High-Performance Teams - Encapsulate the Unit V – Leadership and Corporate Culture - Briefly sum up about the relevance of the course - Provide the list of text books and reference books Exercise (5 minutes) – Think-Pair-Share
Closure	- Summarize the Lesson Learning Outcomes and get affirmation from students on these. - Suggested Reading Leadership in Organisations by Gary Yulk & Nihanth Uppal Leadership: Enhancing the lessons of Experience by R.L. Hughes, R.C. Ginnett & J.G. Curphy Effective Leadership by Lussier/Achua

	3. Homework Write down differences between leader and manager. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions What do you mean by leadership development? Why leadership development is essential for an organisational success? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 1	Course Name: Introduction to Leadership Development Topic: Roles and responsibilities of a Leader	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Explain the concept of leadership b. Describe the roles and responsibilities of a leader c. Articulate the ways to become a leader
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	1. Introduction (05 minutes) - Ask questions What do you mean by Leadership? What can be the roles and responsibilities of a leader? - Introduce the concept of Leader and Leadership. - List down the roles and responsibilities of a leader. 2. Development (30 minutes) a) Introduction - Introduce the formal concept of Leader and Leadership b) Discuss the Roles and Responsibilities of a Leader • Training new hires. • Communicating in a transparent and constructive manner. • Encouraging the staff to collaborate so that the business can profit. • Obtaining input and settling disputes. • Enabling each employee to realise his or her own potential and advance within the organisation. • Acknowledging good conduct. • Identifying ineffective techniques or procedures. • Modifying undesirable behaviours. • Team members are being watched over without being micromanaged. • Creating timetables to accomplish goals. • Setting examples. • Creating engaging and pleasant work. • Rewarding accomplishments (think pizza payday).

	• Creating shared ownership for successful outcomes. • Accepting accountability for unsuccessful results. • Adjusting to organisational changes and guidelines. • Bringing up issues or suggestions to management and reporting on metrics. c) Articulate the ways to become a leader • Find a mentor • Conduct research • Exercise • Enroll in training program • Identify your leadership style Exercise (5 minutes) – Summarising
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://emeritus.org/in/learn/what-are-the-roles-and-responsibilities-of-a-leader/ 3. Homework Write down your qualities that will help you to be a leader in an organization. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions Who can be a leader? How training contribute in leadership development? Who is your role model as a leader and why? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 2	Course Name: Introduction to Leadership Development Topic: Functions of a Leader	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Explain the Characteristics of a Leader b. Describe about Formal and informal Leaders c. Discuss the Functions of a Leader
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	1. Introduction (05 minutes) - Ask questions What do you mean by Formal Leaders? How formal leaders are different from informal leaders? - Talk about formal and informal leaders. - Illustrate about formal and informal leaders. 2. Development (30 minutes) a) Introduction - Describe about formal and informal leaders with suitable examples b) Explain the Characteristics of a Leader • Leadership is a personal quality. • It exists only with followers. If there are no followers, there is no leadership? • It is the willingness of people to follow that makes person a leader. • Leadership is a process of influence. A leader must be able to influence the behaviour, attitude and beliefs of his subordinates. • It exists only for the realization of common goals. • It involves readiness to accept complete responsibility in all situations. • Leadership is the function of stimulating the followers to strive willingly to attain organizational objectives. • Leadership styles do change under different circumstances. • Leadership is neither bossism nor synonymous with;

	management. c) Discuss the Functions of a Leader • Setting Goals • Organising • Initiating Action • Coordination • Direction and Motivation • Link Between Management and Workers Exercise (5 minutes) – Quiz
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://www.yourarticlelibrary.com/leadership/leadership-meaning-characteristics-and-functions/53325 3. Homework Write a note on the following statement “leader is a link between management and workers”. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions How direction contributes in effective leadership? Is leadership bossism? Justify your answer. 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 3	Course Name: Introduction to Leadership Development Topic: Leadership Motives	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Describe the concept of Leadership Motives b. Explain the different leadership motive c. Discuss the importance of leadership motives
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	1. Introduction (05 minutes) - Ask questions What do you mean by motives? What can be the leadership motives? - Talk about motives and leadership motives. 2. Development (30 minutes) a) Introduction - Describe the concept of motives and leadership motives with suitable examples b) Explain the Leadership Motives in detail • The power motive • Personalized motives • Specialized power motive • Drive and achievement motive • A strong work ethics • Tenacity c) Discuss the importance of leadership motives in detail Exercise (5 minutes) – Think-Pair-Share
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://www.slideshare.net/slideshow/traits-motives-and-characteristics-of-leadership/76366636 https://www.slideshare.net/slideshow/motives-and-characteristics-of-leadership/10563238

	3. Homework Write about the relevance of leadership motives. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions What do you mean by specialized power motives? What is the meaning of the term “tenacity”? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 4	Course Name: Introduction to Leadership Development Topic: Characteristics of an effective Leader	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Explain the characteristics of an effective leader
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	Introduction (05 minutes) - Ask questions What can be the characteristics of a good leader? - List down the characteristics of a good leader. Development (30 minutes) - Introduction - Provide an overview about an effective leader - Explain the characteristics of an effective leader - Empowers team members - Focus on team development - Communicates effectively - Shows high emotional intelligence - Possesses problem solving skills - Respect others - Active listener - Prioritize personal development - Encourage strategic thinking - Delegates work - Takes accountability - Shows deep passion for their work - Visionary - Cares about others - Stays up-to-date on trends - Adaptable - Open minded Exercise (5 minutes) – Summarising

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://www.slideshare.net/slideshow/traits-motives-and-characteristics-of-leadership/76366636 https://www.slideshare.net/slideshow/motives-and-characteristics-of-leadership/10563238 https://asana.com/resources/qualities-of-a-leader 3. Homework Revise the topic discussed in the class. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions Why a leader should be open minded? How adaptability is helpful to be an effective leader? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 5	Course Name: Introduction to Leadership Development Topic: Manager Vs Leaders	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Explain the concept of leader and manager b. Differentiate between leader and manager
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	Introduction (05 minutes) - Ask questions Who can be a leader? Who can be a manager? - Provide an overview of a leader and a manager. Development (30 minutes) - Introduction - Explain the formal concept of leader and manager - Differentiate between a leader and a manager on the following basis of differences - Focus - Scope - Formal or informal organisation - Authority - Process - Skill - Approach - Circle - Decision making Exercise (5 minutes) – One Minute Paper
Closure	- Summarize the Lesson Learning Outcomes and get affirmation from students on these. - Suggested Reading https://www.geeksforgeeks.org/difference-between-leader-and-manager/

	3. Homework Identify who is more important – a manager or a leader and why? Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions How do managers and leaders approach decision-making? Can anyone become a leader, or is it an inherent trait? How do managers and leaders approach decision-making? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 6	Course Name: Introduction to Leadership Development Topic: International Framework for Analyzing Leadership	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Describe the interactional framework for analysing leader b. Explain the elements of the interactional framework
Teaching Aids (if any)	a. Power Point Presentation b. Poll
Teaching Development	Introduction (05 minutes) - Ask questions What do you mean by interaction? What is the significance of interaction in leadership? - Talk about interaction and its significance in leadership. Development (30 minutes) - Introduction - Introduce the interactional framework for analysing leadership - Explain the elements of interactional framework - Leader (personality, position, expertise, unique personal history, interests, character traits, motivation) - Follower (value, norms, cohesiveness) - Situation (task, stress, environment) Exercise (5 minutes) – Conduct Poll
Closure	- Summarize the Lesson Learning Outcomes and get affirmation from students on these. - Suggested Reading https://www.coursehero.com/file/94542402/International-framework-of-analyzing-leadershipppt/ - Homework Write a not how does the situational context, including tasks and

	environmental factors, affect a leader's approach to leadership Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions What is the meaning of cohesiveness? What is the role of values and norms play in leadership? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 7	Course Name: Introduction to Leadership Development Topic: Personality Types and Leadership	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Describe the concept of personality b. Explain the leadership through the lens of personality Types
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	1. Introduction (05 minutes) - Ask questions What do you mean by personality? How personality type is related to leadership style? - Talk about personality and its relationship with leadership style. 2. Development (30 minutes) a) Introduction - Introduce the formal concept of personality and its characteristics b) Explain the leadership through the lens of personality types by considering their strengths, weaknesses, contributions and pitfalls. Based on personality types following are the leadership styles: • Sensing-Thinking leaders • Sensing-Feeling leaders • Intuition-Feeling leaders • Intuition-Thinking leaders Exercise (5 minutes) – Quiz
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://www.psychometrics.com/wp-content/uploads/2016/10/UPDATED-Personality-Type-and-Leadership-Report-WEB_16-08-28_Final.pdf

	3. Homework Analyze your personality type and identify your leadership style based on the personality and leadership correlation discussed in the class and Justify. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions How does an individual's personality type influence their preferred leadership style? Can leaders adapt their style to situations even if it differs from their natural personality type? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 8	Course Name: Introduction to Leadership Development Topic: Five Factor Model of Personality	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Describe the five factor model of personality b. Discuss the personality types defined by five factor model c. Explain about the effective utilisation of the model d. Identify the factors influencing personality traits
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	Introduction (05 minutes) - Ask questions What can be the different types of personality? Which factors can influence the personality of an individual? - Talk about various personality types. - List the factors that can influence the personality traits. Development (30 minutes) - Introduction - Describe the five factor model of personality - Discuss the personality types defined by five factor model - Openness - Conscientiousness - Extraversion - Agreeableness - Neuroticism - Explain about the effective utilisation of the model - Identify the factors influencing personality traits - Biological - Environmental - Nature - Nurture - Life events - Age - Time

	Exercise (5 minutes) – Summarising
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://www.verywellmind.com/the-big-five-personality-dimensions-2795422 3. Homework Identify your personality and write about the factors influencing your personality and how? Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions Why is the Big 5 considered the best model of personality? What is the most common big 5 type? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 9	Course Name: Introduction to Leadership Development Topic: Styles of Leadership	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Describe the meaning of leadership styles b. Explain the different leadership styles
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	Introduction (05 minutes) - Ask questions What do you mean by leadership styles? Which are the different leadership styles? Why it is essential to know your leadership styles? - Talk about leadership styles. - Talk about the requirement of knowledge of your leadership style. Development (30 minutes) - Introduction - Describe the meaning of leadership styles - Explain the different leadership styles - Democratic leadership - Autocratic leadership - Laissez fair leadership - Strategic leadership - Transformational leadership - Transactional leadership - Coaching leadership - Bureaucratic leadership - Visionary leadership - Situational leadership Exercise (5 minutes) – One Minute Paper
Closure	- Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading



	https://blog.hubspot.com/marketing/leadership-styles#how-to-choose-the-right-leadership-style-for-you 3. Homework According to you, which leadership style is the best and why? Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions What are the characteristics of a democratic leader? Why Situational Leadership Style Works for Businesses? How visionary leadership is relevant for business growth? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 10	Course Name: Introduction to Leadership Development Topic: Leadership Style Assessment	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Discuss the selection of appropriate Leadership Style b. Explain the assessment of leadership styles
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	1. Introduction (05 minutes) - Ask questions How one can select the appropriate the leadership style? Why it is essential to choose right leadership style? - Provide an idea about selection of appropriate leadership style and why it is essential to make the right choice. 2. Development (30 minutes) a) Discuss the selection of appropriate leadership style • Get to know yourself • Outline your values and challenges • Watch leaders your respect • Try different leadership styles • Find a business coach • Ask colleagues and leaders for feedback • Complete a leadership styles evaluation and select. b) Explain the assessment of leadership styles using action logics • Individualist • Strategist • Alchemist • Opportunist • Diplomat • Expert Exercise (5 minutes) – Think-Pair-Share
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.

	2. Suggested Reading https://blog.hubspot.com/marketing/leadership-styles#how-to-choose-the-right-leadership-style-for-you 3. Homework Assess your leadership style using action logics and write description about it. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions Why assessment of leadership styles is significant? What are the qualities of an expert leader? How Strategist leaders can contribute to organisational growth? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 11	Course Name: Introduction to Leadership Development Topic: Great Man Theory of Leadership	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Explain the Great Man Theory of Leadership b. Discuss the examples of Great Man Theory of Leadership c. Infer the criticisms on Great Man Theory of Leadership
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	Introduction (05 minutes) - Ask questions Who can be a great man? - Provide an overview of the great man theory. Development (30 minutes) - Explain the Great Man Theory of Leadership - Origin of this theory - Carlyle's Views on leadership - Early leadership research - Discuss the examples of Great Man Theory of Leadership - Abraham Lincoln - Martin Luther King, Jr. - Mahatma Gandhi - Infer the criticism of Great Man Theory of Leadership - Incomplete account of leadership - Ignores situational factors - Neglects skill development Exercise (5 minutes) – Summarising
Closure	- Summarize the Lesson Learning Outcomes and get affirmation from students on these. - Suggested Reading https://www.verywellmind.com/leadership-theories-2795323 https://www.verywellmind.com/the-great-man-theory-of-

	leadership-2795311 1. Homework Who were some of the prominent historical figures cited as examples of "great men" by proponents of this theory? Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions To what extent do you think the Great Man Theory still has relevance in today's business world and leadership discourse? What are some of the main advantages of the Great Man Theory in understanding leadership? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 12	Course Name: Introduction to Leadership Development Topic: Trait Theory of Leadership	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Explain the Trait Theory of Leadership b. Describe the rational of Trait Theory of Leadership c. Discuss the various traits under Trait Theory of Leadership d. Infer the criticisms of Trait Theory of Leadership
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	1. Introduction (05 minutes) - Ask questions What do you mean by traits? Why addressing traits is essential in leadership? - Provide an overview of traits and their importance. 2. Development (30 minutes) a) Explain the Trait Theory of Leadership b) Describe the rational of Trait Theory of Leadership c) Discuss the traits under Trait Theory of Leadership • Adaptability and Flexibility • Assertiveness • Capacity to motivate people • Courage and resolution • Creativity • Decisiveness • Eagerness to accept responsibility • Emotional stability • Intelligence and action oriented Judgement • Need for achievement • People skills • Perseverance • Self confidence • Task competence • Trustworthiness • Understand their followers and their needs

	d) Infer the criticism of Trait Theory of Leadership Exercise (5 minutes) – Quiz
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://www.verywellmind.com/what-is-the-trait-theory-of-leadership-2795322 3. Homework Revise the topic discussed in the class and identify which traits you have as a leader out of all the discussed. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions To what extent can leadership traits be developed or cultivated over time? What role do cultural and social contexts play in the expression of leadership traits? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 13	Course Name: Introduction to Leadership Development Topic: Behavioral Theory of Leadership	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Describe the origin of the Behavioural theory of Leadership b. Explain the Three Influential studies on Behavioural Leadership
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	1. Introduction (05 minutes) - Ask questions What do you mean by Behaviour? - How behaviour is interrelated to leadership? - Provide an overview about behaviour and its interrelation with leadership. 2. Development (30 minutes) a) Describe the origin of Behavioural Theory of Leadership b) Explain the three influential studies on behavioural leadership • Ohio State Leadership Studies • Low structure and low consideration • High structure and low consideration • Low structure and high consideration • High structure and high consideration • University of Michigan Study • Job-oriented leadership behaviour • Employee oriented leadership behaviour • Blake and Mouton Managerial Grid • Impoverished Management • Produce or Perish Management • Country club Management • Team Leader Management • Middle of the road Management Exercise (5 minutes) – Quiz

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://www.verywellmind.com/leadership-theories-2795323 https://kapable.club/blog/leadership/behavioral-theory-of-leadership/ 3. Homework Identify how do task-oriented and people-oriented leadership styles manifest in real-world scenarios? Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions What is the Behavioral Theory of Leadership, and how does it differ from Trait Theory? How did the University of Michigan study contribute to our understanding of leadership styles? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 14	Course Name: Introduction to Leadership Development Topic: Contingency Theory of Leadership	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Describe the concept of Contingency Theory of Leadership b. Infer the importance of Contingency Theory of Leadership c. Identify the focus areas of Contingency Theory of Leadership d. Discuss the examples of Contingency Theory of Leadership e. Explain the implementation of Contingency Theory of Leadership
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	1. Introduction (05 minutes) - Ask questions What do you mean by contingency? - Provide an overview about contingency and its interrelation with leadership. 2. Development (30 minutes) a) Describe the concept of Contingency Theory of Leadership b) Infer the importance of Contingency Theory of Leadership c) Identify the focus areas of Contingency Theory of Leadership • Work schedules • Work styles and paces • Task structures • Team structures • Professional and personal goals • Feedback preferences (for both giving and receiving) • Leaders' and employees' maturity levels and personality types • Relationships between and among employees and leaders • Employee Morale • Company hierarchy and power levels • Company performance

	- Company policies and behavioral standards d) Discuss the examples of Contingency Theory of Leadership - Adapting a feedback preference - Delegating a leadership responsibility to another e) Explain the implementation of Contingency Theory of Leadership - Identify where you see the contingency theory of leadership showing up in your own behaviors and mindset - Figure out what leadership style you're leveraging for specific situations - Identify your ideal outcome. What skills do you need to achieve that outcome? - Work with your coach to develop and grow - Work with your coach to develop and grow Exercise (5 minutes) – Quiz
Closure	- Summarize the Lesson Learning Outcomes and get affirmation from students on these. - Suggested Reading https://www.verywellmind.com/leadership-theories-2795323 https://www.betterup.com/blog/contingency-theory-of-leadership - Homework Find out how did the emergence of Contingency Theory in the 1960s address the limitations of previous leadership theories? Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	- Reflective Questions What are the key components that define the effectiveness of leadership according to Contingency Theory? How can organizations implement the principles of Contingency Theory to enhance leadership development? - Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 15	Course Name: Introduction to Leadership Development Topic: Contingency Theory of Leadership: Models	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Explain the models of Contingency Theory of Leadership b. Discuss the situational theory in detail
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	Introduction (05 minutes) - Ask questions How does Contingency Theory account for the dynamic nature of leadership situations? - Provide an idea about How does Contingency Theory account for the dynamic nature of leadership situations, and what challenges does this present? Development (30 minutes) - Explain the models of Contingency Theory of Leadership - Fiedler's Contingency Model - Leader-member relationship - Task structure - Leader position power - Situational Leadership Model - Delegating style - Participating style - Selling style - Telling style - Path Goal Model - Supportive leaders - Participative leaders - Directive clarifying leaders - Achievement-oriented leaders - Decision Making Model - Autocratic (A1) - Autocratic (A2) - Consultative (C1) - Consultative (C2)

	· Collaborative (G2) b) Discuss the situational theory in detail • Situational Leadership I • Situational Leadership II • Elements of Situational Theory Exercise (5 minutes) – Summarising
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://www.verywellmind.com/leadership-theories-2795323 https://www.verywellmind.com/what-is-the-situational-theory-of-leadership-2795321 https://www.betterup.com/blog/contingency-theory-of-leadership 3. Homework According to you, which model of contingency theory of leadership is more preferable by you and why? Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions What is the significance of Fiedler's contingency model? What are the different leadership styles in decision-making model of contingency leadership? How collaborative model contribute towards effective leadership for organizational success? What are the key elements of situational leadership theory? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 16	Course Name: Introduction to Leadership Development Topic: Hersey-Blanchard Models	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Explain the Concept of Hersey-Blanchard Model b. Discuss the maturity levels c. Describe the leadership styles under Hersey-Blanchard Model d. Identify the Advantages and Disadvantages of Hersey-Blanchard Model
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	1. Introduction (05 minutes) - Ask questions What do you mean by situational leadership? How it is important for organisational success? - Provide an idea about situational leadership and its importance in organisational success. 2. Development (30 minutes) a) Explain the concept of Hersey-Blanchard Model b) Discuss the maturity levels • High Maturity • Moderate High Maturity • Moderate Low Maturity • Low Maturity c) Describe the leadership styles under Hersey-Blanchard Model • Delegating style • Participating style • Selling style • Telling style d) Identify the advantages and disadvantages of Hersey-Blanchard Model Exercise (5 minutes) – One Minute Paper

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://www.investopedia.com/terms/h/hersey-and-blanchard-model.asp 3. Homework According to you, what is the relevance of Hersey-Blanchard Model? Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions What Does the Situational Leadership (Hersey-Blanchard) Model Focus on? What Are the 4 Domains of Hersey and Blanchard? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 17	Course Name: Introduction to Leadership Development Topic: Leadership Development: Concept, Ideas, Skills and Importance	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Explain the Concept of Leadership Development b. Discuss the several ideas for Leadership Development c. Describe the skills required for Leadership Development d. Identify the importance of Leadership Development
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	1. Introduction (05 minutes) - Ask questions What do you mean by Leadership Development? How it is important for organisational success? - Provide an idea about Leadership Development and its importance in organisational success. 2. Development (30 minutes) a) Explain the concept of Leadership Development b) Discuss the several ideas for Leadership Development • Develop a Good Learning Culture • Inspire Existing Leaders to Share Their Views and Knowledge • Use Self-Driven Instructional Methods • Implement Experiential Exercises for Training at the Workplace • Ideate and Devise Specialized Training Activities • Empower Mentorship • Work on Rotation-basis assignments • Add real-world problems to the training • Avoid neglecting training in concrete skills • Measure and improve continuously • Get apt and useful tools for the job c) Describe the skill required for Leadership Development

	• Patience • Active listening • Empathy • Dependability • Reliability • Positivity • Creativity • Timely communication • Effective feedback • Team building • Flexibility • Ability to teach and mentor • Risk-taking d) Identify the importance of Leadership Development • Drive Success • Cultivate future leaders • Enhance engagement and retention • Improve decision making • Promote innovation • Forter communication Exercise (5 minutes) – Summarising
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://www.peoplehum.com/glossary/leadership-development https://www.keka.com/glossary/leadership-development 3. Homework Revise the topic discussed in the class. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions Why should organizations invest in leadership development? What is an effective way of developing leaders? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 18	Course Name: Introduction to Leadership Development Topic: Leadership Development: Process, Phases and Benefits	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Explain the Process of Leadership Development b. Describe the Phases of Leadership Development c. Identify the benefits of Leadership Development d. Discuss the examples of Leadership Development
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	1. Introduction (05 minutes) - Ask questions What can be the benefits of Leadership Development? - Talk about the benefits of Leadership Development. 2. Development (30 minutes) a) Explain the Process of Leadership Development • Adapting leadership style in response • Establishing an empowering environment • Crafting a compelling vision b) Describe the Phases of Leadership Development • The emerging leader • The Developing leader • The strategic Leader c) Identify the benefits Leadership Development • Improved financial performance • The ability to attract new talent and retain existing talent • Increased alignment within the top hierarchy • Enhanced customer retention • Increased ability for adapting to change • Enhanced employee retention • High and firm accountability d) Discuss the Examples of Leadership Development

	Exercise (5 minutes) – Quiz
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://www.peoplehum.com/glossary/leadership-development https://www.keka.com/glossary/leadership-development 3. Homework Does every manager need to be a leader? Give comments and Justify your comments. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions How will new technologies affect leadership and leaders? Can a leader be equally effective in a virtual environment? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 19	Course Name: Introduction to Leadership Development Topic: Leadership Development program	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Explain the concept of Leadership Development Program b. Describe the types of Leadership Development Program c. Discuss the evaluation of Leadership Development Program
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	Introduction (05 minutes) - Ask questions What can be the benefits of Leadership Development programme? - Talk about the benefits of Leadership Development Program. Development (30 minutes) - Explain the concept of Leadership Development Program - Describe types of Leadership Development Program - Professional Coaching and Mentoring Programs - Structured Education and Training Programs - Action Learning - Discuss the evaluation of Leadership Development Program - Planning for Evaluation - Metrices - Evaluation Framework - Learner Reaction and Satisfaction - Learning - Application and Implication - Result or Business Impact Exercise (5 minutes) – Quiz
Closure	- Summarize the Lesson Learning Outcomes and get affirmation from students on these. - Suggested Reading

	https://peoplethriver.com/types-of-leadership-development-programs/ https://www.opm.gov/policy-data-oversight/human-capital-framework/reference-materials/tools/evaluating-leadership-development-tools.pdf 3. Homework Write a note on the relevance of the Leadership Development Program. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions What can be the challenges associated with Leadership Development Program? Identify solutions to handle the problems associated with Leadership Development Program. 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 20	Course Name: Introduction to Leadership Development Topic: Succession Planning: Concept, Benefits, Process and Best Practices	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Explain the concept of Succession Planning b. Describe the benefits of Succession Planning c. Discuss the process of Succession Planning d. Interpret the metrics of Succession Planning e. Identify the best practices in Succession Planning
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	1. Introduction (05 minutes) - Ask questions What do you understand by succession planning? Why succession planning is important for organizations? - Talk about the succession planning and its importance. 2. Development (30 minutes) a) Explain the concept of succession planning b) Describe the benefits of succession planning • Ensures Business Continuity • Retain Top Talent • Improves Engagement and Morale • Supports Strategic Planning • Reduces Recruitment Costs c) Discuss the process of succession planning • Identification of Key Positions • Assess Current Talent • Develop Succession Plans • Monitoring and Evaluation of Progress d) Interpret the metrics of succession planning • Replacement Planning Rate • Succession Pipeline Depth

	• Succession Readiness • Talent Retention • Promotion Rates e) Identify the best practices in succession planning • Start early • Involve senior leadership • Focus on diversity and inclusion • Use a data-driven approach • Develop individualised succession plans • Monitor and evaluate progress Exercise (5 minutes) – One Minute Paper
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://www.chrmp.com/succession-planning/ 3. Homework Revise the topic discussed in the class. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions How do you identify potential successors? Who is responsible for succession planning? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 21	Course Name: Introduction to Leadership Development Topic: Succession Planning Framework and Model	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Explain the framework and model of succession planning in detail.
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	Introduction (05 minutes) - Ask questions What can be the elements of succession planning model? - Provide an overview about succession planning model. Development (30 minutes) - Explain the framework and model of succession planning - Talent Development - Training & Courses - Challenging Assignments - Career Planning - Job Rotation - Leadership Competency development - Identification of Leadership Talent - Multiple methods to identify high potential managers - Assess managerial bench strength - Avoid "heir apparent" designation - Strive for diversity - Leadership Development - Internal courses & workshops taught by managers - Action learning programs - Stretch assignments 360-degree assessment - Executive coaching - Enhance high potential's visibility & network - Succession Decision - Consider a diverse pool of candidates

	· Board engagement Exercise (5 minutes) – Summarising
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://www.aihr.com/blog/succession-planning/ 3. Homework Write a paragraph on the significance of succession planning model. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions How do you measure the success of a succession planning program? How do you develop individualised succession plans? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 22	Course Name: Introduction to Leadership Development Topic: Succession Planning: Importance and How to write	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Explain the importance of Succession Planning b. Describe the preparation/writing of succession planning
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	Introduction (05 minutes) - Ask questions Why succession planning is important? - Talk about the importance of succession planning. Development (30 minutes) - Explain the importance of succession planning - Minimise risk and ensure continuity - Reduces turnover and boosts preparation - Transfers key knowledge - Provides a clear career path - Enables future planning - Facilitates talent growth - Offers a structured leadership approach - Prevents power struggle & fosters goal - Describe the preparation/writing of succession planning - Create a list of your succession priorities and goals - List critical positions within your organization, determine why these roles are critical to your operations, and rank them in order of importance - Specify the core skills, experience, and qualifications necessary for each role - For each key position, identify internal candidates who could potentially fill the role - Assess each candidate's current skills and the development needed to prepare them for the role - Outline specific training, mentoring, and development opportunities for succession candidates

	• Set timelines and milestones for candidate development • Develop a plan for sudden vacancies, including interim successors and emergency procedures • Clearly outline who steps in immediately if a key position becomes suddenly vacant • Write the plan in a clear, accessible format Exercise (5 minutes) – Think-Pair-Share
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://www.aihr.com/blog/succession-planning/ 3. Homework Revise the topic discussed in the class. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions Is succession planning only for executives? What is the difference between succession planning and succession management? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 23	Course Name: Introduction to Leadership Development Topic: Role of a Leader	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Explain the role of a leader in succession planning
Teaching Aids (if any)	a. Power Point Presentation
Teaching Development	Introduction (05 minutes) - Ask questions What is the role of a leader in succession planning? - List down the roles of a leader in succession planning. Development (30 minutes) - Explain the role of a leader in succession planning - Training new hires. - Communicating in a transparent and constructive manner. - Encouraging the staff to collaborate so that the business can profit. - Obtaining input and settling disputes. - Enabling each employee to realise his or her own potential and advance within the organisation. - Acknowledging good conduct. - Identifying ineffective techniques or procedures. - Modifying undesirable behaviours. - Team members are being watched over without being micromanaged. - Creating timetables to accomplish goals. - Setting examples. - Creating engaging and pleasant work. - Rewarding accomplishments (think pizza payday). - Creating shared ownership for successful outcomes. - Accepting accountability for unsuccessful results. - Adjusting to organisational changes and guidelines. - Bringing up issues or suggestions to management and reporting on metrics. Exercise (5 minutes) – Summarising



Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://emeritus.org/in/learn/what-are-the-roles-and-responsibilities-of-a-leader/ 3. Homework Write a note on the contribution of a leader in the successful succession planning. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions What is the importance of a leader in succession planning? How leaders can make the succession planning more effective? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 24	Course Name: Introduction to Leadership Development Topic: Succession Planning: Challenges	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Identify the challenges in succession planning b. Explain the strategies to handle the challenges associated in succession planning c. Discuss the real world examples
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	1. Introduction (05 minutes) - Ask questions What are the problems associated with succession planning? - List down the problems associated with succession planning. 2. Development (30 minutes) a) Identify the challenges associated with succession planning • Talent acquisition and recruitment • Strategic leadership pipeline • Training and development • Performance management • Diversity and inclusion • Employee engagement and retention • Knowledge management • Change management b) Explain the strategies to handle challenges associated with succession planning • Establish a robust talent identification process • Invest in leadership development programs • Foster a culture of diversity and inclusion • Implement knowledge management systems • Foster a culture of continuous learning • Create a succession planning committee • Communicate and engage stakeholders c) Discuss the real-world examples

	Exercise (5 minutes) – One Minute Paper
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://www.risely.me/succession-planning-challenges-with-examples/# Succession Planning Challenges https://www.aihr.com/blog/succession-planning-challenges/ 3. Homework “Succession Planning is difficult”. Why or Why not? Justify. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions What is the main barrier to an effective succession plan? What is the most common mistake in succession planning? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 25	Course Name: Introduction to Leadership Development Topic: Motivation and Leadership	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Explain the meaning of leadership and motivation b. Describe the theories of leadership and motivation
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	Introduction (05 minutes) - Ask questions What do you mean by leadership? What do you understand by motivation? - Talk about leadership and motivation. Development (30 minutes) - Explain the meaning of leadership and motivation - Describe the theories of leadership and motivation - Leadership Theories - Trait Theory - Behavioral Theory - Contingency Theory - The Managerial Grid Theory - The Ohio State Studies and the University of Michigan Studies - Transformational Theory - Hersey and Blanchard's Situational Leadership Theory - Motivation Theories - Maslow's Hierarchy of Needs - Herzberg's Two Factor Theory - Expectancy Theory - Goal Setting Theory Exercise (5 minutes) – Quiz
Closure	- Summarize the Lesson Learning Outcomes and get affirmation from students on these. - Suggested Reading

	https://testbook.com/ugc-net-commerce/leadership-and-motivation https://www.gov.nl.ca/tcar/files/CCB_LeadershipGuide.pdf 3. Homework How motivation and leadership are interconnected? Justify. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions What are four theories of motivation? Is motivation related to leadership? How? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 26	Course Name: Introduction to Leadership Development Topic: Motivation and Leadership: Differences and Connections	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Differentiate between leadership and motivation b. Explain the interconnectedness of leadership and motivation
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	Introduction (05 minutes) - Ask questions Is motivation different from leadership? Is motivation related to leadership? - Talk about differences and interconnections of leadership and motivation. Development (30 minutes) - Differentiate between leadership and motivation on the following basis of differences - Definition - Key Characteristics - Roles and Responsibilities - Impact on Individuals and teams - Strategies for effectiveness - Explain the interconnectedness of leadership and motivation Exercise (5 minutes) – Summarising
Closure	- Summarize the Lesson Learning Outcomes and get affirmation from students on these. - Suggested Reading https://testbook.com/ugc-net-commerce/leadership-and-motivation https://www.gov.nl.ca/tcar/files/CCB_LeadershipGuide.pdf - Homework How a motivated person can be a good leader? Justify.

	Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions What factors motivate you as a leader? How do you motivate your team members? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 27	Course Name: Introduction to Leadership Development Topic: Groups and Teams	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Explain the concept of teams and groups b. Discuss the advantages of teams and groups c. Describe the types of teams and groups
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	1. Introduction (05 minutes) - Ask questions What do you mean by a group? What do you understand by a team? - Talk about the basics of teams and groups. 2. Development (30 minutes) a) Explain the concept of teams and groups b) Discuss the advantages and disadvantages of teams • Advantages • Teams build on collaboration and synergy • Teams encourage group productivity • Teams are better for problem solving • Disadvantages • Teams don't always focus on individual growth • Teams may struggle with efficiency c) Discuss the advantages and disadvantages of groups • Advantages • Groups build temporary relationships • Groups are great for efficiency • Groups focus on individual growth • Disadvantages • Groups can alienate individuals • Groups don't support organizational goals d) Describe the types of teams and groups • Groups (Informal and Formal) • Teams (Problem Solving, Self-Managed, Cross-

	Functional and Project Based)
	Exercise (5 minutes) – Summarising
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://asana.com/resources/group-vs-team 3. Homework Revise the topic discussed in the class. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions What is the function of problem-solving teams? How formal and informal groups are different from each other? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 28	Course Name: Introduction to Leadership Development Topic: Groups and Teams Differences	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Differentiate between groups and teams b. Describe about leading a team and leading a group
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	Introduction (05 minutes) - Ask questions How teams are different from groups? - List down the basis of differences between teams and groups. Development (30 minutes) - Differentiate between groups and teams on the basis of following parameters: - Purpose and goals - Interdependence - Roles and Responsibilities - Communication and Collaboration - Accountability - Performance and Productivity - Cohesion and Trust - Leadership - Describe about leading a team and leading a group - Leading team focused organisations - Leading group focused organisations Exercise (5 minutes) – Summarising
Closure	- Summarize the Lesson Learning Outcomes and get affirmation from students on these. - Suggested Reading https://asana.com/resources/group-vs-team https://www.geeksforgeeks.org/difference-between-group-and-

	team/ 3. Homework Which one is more difficult in the following - leading a team or leading a group? Why? Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions What are the obstacles associated in leading a team? What are the obstacles associated in leading a group? How these obstacles can be removed? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 29	Course Name: Introduction to Leadership Development Topic: Negotiation and Leadership	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Explain the concept of negotiation b. Describe about negotiation as a leadership skill c. Discuss the steps to develop negotiation as a leadership skill d. Identify the skills to be a negotiator e. Interpret the preparation for becoming a negotiator
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	1. Introduction (05 minutes) - Ask questions What do you mean by negotiation? How negotiation is an essential skill for a leader? - Talk about negotiation and its importance for a leader. 2. Development (30 minutes) a) Explain the concept of negotiation b) Describe about negotiation as a leadership skill c) Discuss the steps to develop negotiation as a leadership skill • Spend time understanding the other side because negotiation is not about winning; it is about persuasion and compromise. • Define the strategic or shared goal or what you want from the negotiation process • Define the value of your strategic goal as a critical persuasive element • Identify the lowest point where compromise is not possible. • Identify all the possible outcomes and your response. • Identify the other side's interests in order to find ways to satisfy them to some degree during the process of persuasion. • Find the best communication medium to convey the importance of the message, often a face-to-face or Zoom meeting (especially in a hybrid workforce) while also using other communication forms, like an

	employee-facing website and digital communications. • Use persuasion tactics which include sharing a problem and making small concessions. • Develop active listening skills so you are hearing and understanding what the other person is saying to give and take feedback. d) Identify the skills to be a negotiator • Effective communication • Decision making • Problem solving e) Interpret the preparation for becoming a negotiator • Learn effective communication principles, like active listening • Learn conflict management skills for those times when negotiations get off track • Develop empathy which enables recognizing what other people are experiencing and why they are negotiating in their own way • Become a coaching leader so you can demonstrate negotiating as a successful strategy for resolving differences • Learn to utilize the resources that hone your preparation for negotiations and negotiation skills • Practice negotiation as a leadership skill Exercise (5 minutes) – One Minute Paper
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://projectionsinc.com/negotiation-as-a-leadership-skill/ https://www.scotwork.com/in/negotiation-insights/what-is-the-role-of-leadership-in-negotiation/ 3. Homework Write a note on the role of leadership in negotiation in your words. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions What are the characteristics of a leader as a negotiator? Why a leader to need inculcate negotiation as a skill?

	2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents
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Lesson Plan No. 30	Course Name: Introduction to Leadership Development Topic: Leadership under a Crisis Situation	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Explain the importance of strong leadership during crisis b. Describe the skills and traits required to lead in crisis c. Discuss the steps to develop a plan for effective crisis management d. Interpret the Whole Brain Thinking framework
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	1. Introduction (05 minutes) - Ask questions What do you mean by crisis situation? What is crisis management? - Talk about crisis situation and crisis management and its significance. 2. Development (30 minutes) a) Explain the importance of strong leadership during crisis • Minimizes negative effects • Protects your employees • Avoids the next crisis b) Describe the skills and traits required to lead in crisis • Staying calm under pressure • Thinking on your feet • Delegating tasks and responsibilities • Communicating Effectively Verbally and in Writing • Remaining Flexible and Adaptable • Displaying Empathy • Being Decisive c) Discuss the steps to develop a plan for an effective crisis management • Identify Potential Crisis Scenarios • Create Response and Recovery Strategies • Implement Communication Protocols

	• Test Your Crisis Management Plan • Regularly Review the Plan d) Interpret the Whole Brain Thinking framework • Use fact-based information to be more agile and adaptive. • Prepare better for unexpected events. • Remain calm and focused in stressful situations. • Think outside the box for solutions. Exercise (5 minutes) – Think-Pair-Share
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://www.thinkhermann.com/whole-brain-thinking-blog/effective-leadership-during-a-crisis https://engagedly.com/blog/leadership-in-times-of-crisis/ 3. Homework Write a note on the role of strong leadership in crisis management. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions How leaders can make better decisions in crisis? Why management of crisis is essential for an organisation? What is Whole Brain Thinking Framework? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 31	Course Name: Introduction to Leadership Development Topic: Leadership strategies for Productivity Improvement	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Explain the concept of productivity and productivity improvement b. Discuss the strategies for productivity improvement
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	Introduction (05 minutes) - Ask questions What do you mean by productivity? Why productivity improvement is essential for organisations? - Talk about productivity, productivity improvement and its importance. Development (30 minutes) - Explain the concept of productivity and productivity improvement - Discuss the strategies for productivity improvement - Become a visionary - Define and articulate your vision - Recognize others' achievements - Encourage two-way communication - Maintain integrity - Lead by example - Delegate and empower your team - Encourage growth and development - Pursue continuous learning - Be assertive, not aggressive Exercise (5 minutes) – Quiz
Closure	- Summarize the Lesson Learning Outcomes and get affirmation from students on these. - Suggested Reading https://uk.indeed.com/career-advice/career-development/leadership-strategies

	3. Homework Write a note on the role of strong leadership in productivity improvement. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions What are the requirements to improve productivity that a leader need to take care? How productivity improvement is must for individual and overall organizational growth? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 32	Course Name: Introduction to Leadership Development Topic: Corporate Culture	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Explain the concept of corporate culture b. Describe the features of corporate culture c. Identify the importance of corporate culture d. Discuss the types of corporate culture
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	1. Introduction (05 minutes) - Ask questions What do you mean by culture? What do you by corporate culture? - Talk about culture and corporate culture. 2. Development (30 minutes) a) Explain the concept of corporate culture b) Describe the features of corporate culture • Core Values and Beliefs • Clear Communication • Leadership Style • Adaptability and Flexibility c) Identify the importance of corporate culture • Employee Morale and Job Satisfaction • Attraction and Retention of Talent • Organisational Performance • Employee Engagement and Productivity d) Discuss the types of corporate culture • Clan Culture • Market Culture • Hierarchy Culture • Adhocracy Culture Exercise (5 minutes) – Summarising

Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://www.geeksforgeeks.org/corporate-culture-features-importance-and-types/ https://www.investopedia.com/terms/c/corporate-culture.asp 3. Homework Write a note on the role of strong leadership in shaping corporate culture. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions Can corporate culture change over time? How does corporate culture impact employee engagement? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 33	Course Name: Introduction to Leadership Development Topic: Corporate Culture Contd....	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Explain the development of corporate culture b. Identify the ways to improve corporate culture c. Describe the measurement of corporate culture d. Discuss the examples of corporate culture
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	1. Introduction (05 minutes) - Ask questions How the corporate culture can be developed? Why corporate culture is significant? - Talk about the significance of corporate culture. 2. Development (30 minutes) a) Explain the development of corporate culture • Define a company's vision, values, and behaviors. • Gather feedback from employees about your company's values, ideas, and work methods to improve the workplace environment and performance. • Use small discussion groups, surveys, brown bag lunch meetings, or town hall-type meetings to engage your employees and give them a voice. • Establish methods, such as training at regular intervals, to communicate company values/behaviors and determine how well they are understood. • Employ high-quality internal communications about company goals, the working environment, and employees' roles in the company's success. • Establish guidelines that reinforce company values, e.g., a rule that employees should not be disturbed by work phone calls, emails, or texts during vacations or other types of time off. • Recognize employees in a positive and public manner as a reward for their contributions to

	corporate success. • Ensure that management maintains a consistent behavioral approach to operations rather than cutting corners when convenient. • Prioritize approachable leadership so that all employees may address their concerns and feel connected and valued. • Foster teamwork rather than silos and isolation. • Set goals for diversity and inclusion; celebrate the differences among people as you encourage consistent behavior from all. b) Identify the ways to improve corporate culture • Conduct a Culture Assessment • Leadership Commitment • Enhance Communication Channels • Define and Communicate Clear Expectations c) Describe the measurement of corporate culture • Conduct Employee Surveys • Review Employee Feedback • Assess Leadership Effectiveness • Evaluate Employee Engagement d) Discuss the examples of corporate culture Exercise (5 minutes) – One Minute Paper
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://www.geeksforgeeks.org/corporate-culture-features-importance-and-types/ https://www.investopedia.com/terms/c/corporate-culture.asp 3. Homework Identify, why Should Company Culture Be a Part of Modern HR Strategy? Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions Why Is Corporate Culture Important? What are the risks of a negative corporate culture? What are the suggestions to manage risks associated with

	negative corporate culture? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents
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Lesson Plan No. 34	Course Name: Introduction to Leadership Development Topic: Productivity Culture	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Explain the concept of productivity culture b. Describe the concept of toxic productivity culture c. Infer the concept of healthy productivity culture d. Identify the major pitfalls of toxic productivity culture e. Discuss the major benefits of positive/healthy productivity culture f. Interpret the Strategies for fostering positive productivity culture
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	1. Introduction (05 minutes) - Ask questions - What do you mean by productivity culture? - What is toxic productivity culture? - What do you understand by healthy productivity culture? - Talk about the productivity culture, toxic productivity culture and healthy productivity culture. 2. Development (30 minutes) a) Explain the concept of productivity culture b) Describe the concept of toxic productivity culture c) Infer the concept of healthy productivity culture d) Identify the major pitfalls of toxic productivity culture • Decreased work quality • Decreased employee engagement • Lower employee morale • De-prioritizing self-care • Higher employee attrition e) Discuss the major benefits of positive productivity culture • Higher company productivity • Increased employee engagement • Boosts employee commitment • Improves employee retention • Enhances collaboration between employees f) Interpret the Strategies for fostering positive productivity

	culture • Building a Culture of Accountability • Promoting Open Communication • Encouraging Continuous Learning and Development • Recognizing and Rewarding Performance Exercise (5 minutes) – Think-Pair-Share
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://www.timedoctor.com/blog/productivity-culture/#5-common-pitfalls-of-a-toxic-productivity-culture-and-how-to-avoid-them https://culturepartners.com/insights/culture-and-productivity-secrets-of-success/ 3. Homework Revise the topic discussed in the class. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions How does organizational culture influence workplace productivity? What are the key elements of a productive workplace culture? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 35	Course Name: Introduction to Leadership Development Topic: Women in Leadership: Global Scenario Vs Indian Scenario	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Explain the concept of Women in Leadership b. Describe the current status of Women in Leadership c. Identify the barriers for Women in Leadership d. Discuss the initiatives to improve women's leadership e. Differentiate the Global Scenario vs Indian Scenario for women in leadership f. Interpret the gaps being observed in Indian Ecosystem g. Recommend the suggestions for way forward
Teaching Aids (if any)	a. Power Point Presentation b. Examples
Teaching Development	1. Introduction (05 minutes) - Ask questions What is your opinion for Women in Leadership? What is the significance of Women in Leadership? - Talk about the Women in Leadership and its significance. 2. Development (30 minutes) a) Explain the concept of Women in Leadership b) Describe the current status of Women in Leadership c) Identify the barriers for Women in Leadership d) Discuss the initiatives to improve women's leadership e) Differentiate the Global Scenario vs Indian Scenario for women in leadership f) Interpret the gaps being observed in Indian Ecosystem g) Recommend the suggestions for way forward Exercise (5 minutes) – Think-Pair-Share
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. 2. Suggested Reading https://thequantumhub.com/wp-content/uploads/2024/05/Women-in-Leadership_Linkedin_Final_p1-32_31May.pdf

	3. Homework Write a note on the women in leadership in your words. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions What are the benefits to having women in leadership? Why aren't there more female leaders? What factors impact a woman's ability to lead others? Is it better to create leadership initiatives for both men and women to help raise awareness of the issue? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents

Lesson Plan No. 36	Course Name: Introduction to Leadership Development Topic: Women in Leadership: Global Scenario Vs Indian Scenario-Discussion	Course No.: UGAEC-103 C
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Objectives	At the end of the lesson the student shall be able to: a. Conduct a debate on the theme Women in Leadership: Global Scenario Vs Indian Scenario
Teaching Aids (if any)	a. Power Point Presentation b. Example c. Group discussion
Teaching Development	Introduction (05 minutes) - Ask questions What is your opinion for Women in Leadership? What is the significance of Women in Leadership? - Talk about the Women in Leadership and its significance. Development (30 minutes) - Conduct debate on the following topics: - Is women's empowerment a myth in developing countries - Men are better in decision making roles than women. - Working mothers hinder their children's development. - Should women stay at home and look after children and forgo their careers? Exercise (5 minutes) – Debate
Closure	- Summarize the Lesson Learning Outcomes and get affirmation from students on these. - Suggested Reading https://thequantumhub.com/wp-content/uploads/2024/05/Women-in-Leadership_Linkedin_Final_p1-32_31May.pdf - Homework

	Identify who is a better leader – A man or A woman. Justify your answer. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions What are the benefits of having empowered women in the organization? What do you think is the most significant barrier to female empowerment? 2. Conduct Discussion Spend 5 minutes to evaluate student assimilation of the lesson contents