

Leadership for student directors (F001012)

Course size *(nominal values; actual values may depend on programme)*

Credits 3.0 **Study time 90 h**

Course offerings and teaching methods in academic year 2024-2025

A (semester 1)	Dutch, English	Gent	independent work
			lecture
			practical

Lecturers in academic year 2024-2025

De Pauw, Ann-Sophie	EB21	lecturer-in-charge
Baert, Stijn	EB21	co-lecturer
Neyt, Brecht	EB21	co-lecturer

Offered in the following programmes in 2024-2025

	crdts	offering
Bachelor of Science in Economics	3	A
Ghent University Elective Courses	3	A
Ghent University Elective Courses	3	A
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Teaching languages

English, Dutch

Keywords

Leadership, Coaching, Performance management, Reward, Talent development, Feedback, Negotiation techniques, Coaching skills, Change management

Position of the course

Students who wish to take this course must hold a meaningful/significant leadership position at UGent in the previous or current academic year. This means being a student representative on a council or body of UGent or being a board member of a student association recognised by UGent.

Students registering for this course should send an e-mail to the lecturer in charge before 1 October mentioning their leadership position at UGent and a brief description of the main responsibilities and (intended) achievements in this position.

The course aims to ...

... provide students with an overview of (recent) scientific research on leadership from different disciplines (HRM, business and organisational psychology, ...);

... strengthen students' leadership skills using applied workshops based on scientific research and

... make students reflect on their own leadership (skills).

This course is organised in cooperation with UGent @ Work, an interdisciplinary

research consortium (IDC) aimed at realising impact with UGent research on work and the labour market.

Contents

A Inspirational component

- A.1 General evidence-based framework on leadership
- A.2 Recent scientific research on leadership from different fields (HRM, business and organisational psychology,...) with interdisciplinary guest lectures
- A.3 Testimonials from successful UGent alumni in leadership roles

B Deepening component

B.1 Applied workshops. Choices (selection): negotiation techniques, coaching skills, change management, conflict mediation, ...

C Reflective component

- C.1 Drawing up analysis of current leadership or current leadership skills
- C.2 Reflection on insights from A and B that will be included in current leadership
- C.3 Reflection on insights from A and B that will be included in further career advancement

Initial competences

Holding a meaningful/significant leadership position at UGent in the previous or current academic year: student representatives on a council or body of UGent or being a board member of a student association recognised by UGent.

Final competences

- 1 Knowledge and understanding of essential theoretical frameworks concerning leadership
- 2 Basic understanding of research questions and results of state-of-the-art recent scientific research on leadership.
- 3 Being able to apply leadership skills through attending applied workshops.
- 4 Increased understanding of own leadership and/or leadership skills and how to use them in current leadership and/or future career.

Conditions for credit contract

Access to this course unit via a credit contract is determined after successful competences assessment

Conditions for exam contract

This course unit cannot be taken via an exam contract

Teaching methods

Lecture, Practical, Independent work

Extra information on the teaching methods

A Inspirational component

- A.1 Lecture with general evidence-based framework on leadership.
- A.2 Lectures with recent scientific research on leadership. Students make syntheses of each lecture.
- A.3 Testimonials from successful UGent alumni holding leadership positions. Students make syntheses of each testimony.

B Deepening component

B.1 Students choose workshops on leadership skills. These workshops are based on scientific research. Choices (selection): negotiation techniques, coaching skills, change management, conflict mediation, ...
Students apply the acquired skills in exercises and reflections.

C Reflective component.

C.1–C.3 Independent work in which students (i) reflect on current leadership and/or current leadership skills based on A and B and (ii) how those reflections will be taken into account in current leadership and/or the future career. Intermediate reflections can be discussed with the class instructor and are ultimately presented to the group.

Study material

None

References

Course content-related study coaching

The presentations used during the lectures and workshops can be consulted on the Internet (ufora.ugent.be). Students may call upon an assistant and/or the guidance from an assistant and/or the teacher in charge. Students receive interim and final feedback regarding tasks to be submitted.

Assessment moments

continuous assessment

Examination methods in case of periodic assessment during the first examination period

Examination methods in case of periodic assessment during the second examination period

Examination methods in case of permanent assessment

Participation, Presentation, Assignment

Possibilities of retake in case of permanent assessment

examination during the second examination period is possible in modified form

Extra information on the examination methods

Project paper (50%): students ...

... integrate insights gained from academic research on leadership, testimonies and workshops;

... reflect (based on the insights from (i)) on their own current leadership and/or current leadership skills and

... summarise how they take these reflections into account in their current leadership and/or further career.

Participation (25%): evaluation of participation in applied workshops and interactive exercises in the lectures.

Presentation (25%): presentation of some components of the project paper.

Calculation of the examination mark

Students who are legitimately absent from the practicum must make replacement exercises at another time. Illegitimate absence from the practicum (workshop) will result in an overall grade of no more than 7/20.

Facilities for Working Students

Possibility of exemption from attendance with substitute assignment after consultation with responsible teacher.