Syrian Arab Republic		الجمهورية العربية السورية
Ministry of Higher Education	**SVU** الجامعــة الافتراضيــة السوريــة SYRIAN VIRTUAL UNIVERSITY	وزارة التعليـم العالـــــي
Syrian Virtual University		الجامعة الافتراضية السورية

Course Description: Managerial Leadership
Basic Information:

Course Name	Managerial Leadership
Course ID	BHR606
Contact Hours (Registered Sessions)	24
Contact Hours (Synchronized Sessions)	24
Mid Term Exam	-
Exam	75 min
Registered Sessions Work Load	48
Synchronized Session Work Load	18
Credit Hours	5
Course level	6

Pre-Requisites:

Course	ID
Human Resources Management	BHR401

Course General Objectives:

Providing students with knowledge of the concepts and importance of leadership, the development of leadership theories and approaches, and the criteria necessary to select managerial leaders, identifying the most effective leadership patterns by different Situational factors, and to learn about how leaders are made, the role of women in leadership and how to empower them.

Intended Learning Outcomes (ILO):

Code	Intended Learning Outcomes
ILO1	The student learns about the concept of leadership and its historical development, and can compare management and leadership.
ILO2	The student distinguishes between effective and ineffective leadership, and determines the criteria for selecting an effective leader.
ILO3	The student remembers traditional theories and approaches to leadership, and areas or timing of their effectiveness
ILO4	The student will be able to know the evolution of modern leadership theories and determine the correlations and intersections between those theories.
ILO5	The student identifies the factors influencing the success of transformational leadership and recognizes the importance of this pattern in Syrian organizations.
ILO6	The student learns how leaders are made and recognizes the importance of developing effective leaders for organizations. Recognizes the importance of ethical leadership in the business environment.
ILO7	The leader recognizes how leadership styles differ across the cultural environment and defines the characteristics of the leader in multinational and global companies.
ILO8	The student is convinced of the role of women in leadership, understands how to empower

	women in leadership positions, and determines the role of Masculine and Feminine culture in women's empowerment.
ILO9	he student identifies the diseases that administrative leaders can suffer in general, and determines the depth of those diseases in the Syrian environment in particular.

Course Syllabus (24hours of total Recorded Sessions, 24 hours of total synchronized sessions)

RS: Recorded Sessions; SS: Synchronized Sessions;

ILO	Course Syllabus	RS	SS	Type	Additional Notes
ILO1	The concept and importance of leadership and its historical development • The difference between management and leadership	2 H	2H	Exercises X Assignments Seminars Projects Practices Others	Comparisons of leadership behaviors through examples from history
ILO2	Characteristics of effective leadership and criteria for evaluating the performance of the leader, and criteria for the selection of management leaders	4 H	4 H	Exercises X Assignments Seminars Projects X Practices Others	A practical case from the Syrian environment.
ILO3	Traditional approaches and theories in leadership Character Theory, Behavioral Theory, Situational Theory, Goal-Path Theory, Interactional Theory.	4 H	4 H	Exercises Assignments X Seminars Projects Practices Others	
ILO4-ILO5	• Modern Theories in Leadership: Transformational Leadership and transactional Leadership - Charismatic Leadership.	2 H	2 H	Exercises X Assignments Seminars Projects Practices Others	Practical case about the results of transformational and transactional leadership patterns.
ILO4-ILO5	• Modern theories in leadership: servant leadership, authentic leadership, spiritual leadership • Leadership with Emotional Intelligence.	4 H	4 H	Exercises X Assignments Seminars Projects X Practices Others	Practical Case About Servant Leadership (Mother Teresa) Case about Gandhi's spiritual leadership
ILO6	Making a leaders: leadership by empowerment • Ethical Leadership.	2 H	2 H	Exercises X Assignments Seminars	Examples of effective leaders about their ethics in leadership

				Projects Practices Others		
ILO7	Leadership in the light of cultural diversity and leadership in international companies.	2 H	2 H	Exercises X Assignments Seminars Projects Practices Others	Examples of how to lead global companies	
ILO8	Leadership and Gender	2 H	2 H	Exercises X Assignments Seminars Projects Practices Others	Examples and experiences of successful women leaders to identify steps to empower women in leadership.	
ILO9	Leadership problems and diseases in the Arab world			Exercises X Assignments Seminars Projects X Practices Others	Examples of diseases from the Arab and Syrian reality	

Assessment Criteria (Related to ILOs)

ISC	Interactive Synchronized Collaboration	Ex	Exams	Rpt	Reports
PF2F	Presentations and Face-to-Face Assessments	PW	Practice Work		

ILO Code	ILO	Intended Results	Assessment Type				
			ISC	PW	Ex	PF2F	Rpt
ILO1	The student learns about the concept of leadership and its historical development, and can compare management and leadership.	Understand how leadership concepts have evolved and their importance historically. The student compares leadership, management, and distinguishes concepts	X		X		
ILO2	The student distinguishes between effective and ineffective leadership, and	The student remembers and reviews what he studied in the organizational behavior	X				

	determines the criteria for selecting an effective leader.	course as a necessity to understand the characteristics of a successful leader. Gives examples of companies and the surrounding environment around successful leaders and sets standards					
ILO3	The student remembers traditional theories and approaches to leadership, and areas or timing of their effectiveness	The student presents the components of each approach or theory, and the extent of difference from other theories The student gives examples of situations and situations where the effectiveness of traditional theories is shown	X		X		
ILO4	The student will be able to know the evolution of modern leadership theories and determine the correlations and intersections between those theories.	The student discusses with the teacher the adoption of modern theories on the theory of human relations and organizational behavior and psychology.	X				
ILO5	The student identifies the factors influencing the success of transformational leadership and recognizes the importance of this pattern in Syrian organizations.	The student gives examples of transformational leaders, and discusses with the teacher the circumstances of their success The student offers a comparison between transformational and charismatic leadership.	X	X	X		
ILO6	The student learns how leaders are made and recognizes the importance of developing effective leaders for organizations. Recognizes the importance	The student remembers the traits theory, the theory of behavior. Discuss with the teacher mechanisms and steps to develop administrative	X	X			

	of ethical leadership in the business environment.	leaders in Syria					
ILO7	The leader recognizes how leadership styles differ across the cultural environment and defines the characteristics of the leader in multinational and global companies.	Displays examples of diversity in organizations. Discuss with the teacher the experiences of global corporate leaders in leveraging diversity The student remembers the international human resources management and how to benefit from it.	X	X			
ILO8	The student is convinced of the role of women in leadership, understands how to empower women in leadership positions, and determines the role of Masculine and Feminine culture in women's empowerment.	The student provides examples of women leaders in business and politics. He discusses how the type of culture in society, according to Hofstede, influenced the development of the role of women Discuss with the teacher what companies and governments have done to empower women.	X	X			
ILO9	he student identifies the diseases that administrative leaders can suffer in general, and determines the depth of those diseases in the Syrian environment in particular.	Provides examples of organizational, technical and behavioral diseases from the Syrian environment. Discuss with the teacher mechanisms and steps to reduce these diseases.	X				X

Practice Tools:

Tool Name	Description

Main References

1- Alden Mills, 2019, Unstoppable Teams: The Four Essential Actions of High-Performance Leadership, Harper Business.
2- Jim Fischetti, 2019, Vision to Results: Leadership in Action, Lioncrest Publishing.
3- Jennifer Garvey Berger , 2019, Unlocking Leadership Mindtraps: How to Thrive in Complexity ,

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Stanford Briefs.

Additional References

Peter Hawkins, 2014, Leadership Team Coaching: Developing Collective transformational leadership, Kogan Page limited.