

Course Syllabus: Leadership in Business, Politics, and Beyond

Instructor: dr. Andrzej Demczuk

Term: Spring/Summer Semester 2025

Meeting Time: Tuesdays 11.30-13.45, starting March 4th, 2025.

Location: Szkoła Doktorska Nauk Społecznych, Lublin, ul. Weteranów 18

Course Description

“Leadership is one of the most observed and least understood phenomena on earth.”
(Burns, 1978, p. 2)

This quote highlights the paradox of leadership: while leadership is frequently discussed and analyzed, its true nature and impact remain complex and often misunderstood. By studying leadership through both historical and modern lenses, students can develop insights that contribute to more ethical and effective leadership in business, politics, and beyond.

This PhD-level course explores leadership across various domains. The course will examine leadership through four key components: idealized influence (charisma), inspirational motivation, intellectual stimulation, and individualized consideration. Each session will involve a one-hour lecture followed by two hours of class discussion and analysis.

Course Objectives

By the end of the course, students will:

1. Understand leadership theories and frameworks.
2. Analyze the leadership qualities of historical and contemporary figures.
3. Evaluate ethical attitudes, vision, creativity, and mentorship as key leadership indicators.
4. Develop the ability to assess leadership effectiveness through empirical analysis.
5. Apply leadership principles to real-world business and political scenarios.

Course Schedule

Meeting 1: Introduction to Leadership & Idealized Influence

- Definition and characteristics of transformational leadership.
- Exploring idealized influence: ethics, collective mission, and confidence perception.
- Case studies of leaders with high moral standards and ethical conduct.
- Class Discussion: Ethical dilemmas in leadership.

Meeting 2: Inspirational Motivation in Leadership

- Indicators: clearly communicated vision, team belonging, goal commitment.
- The impact of motivational leadership in business and politics.
- Analysis of charismatic leaders who effectively communicate their vision.
- Class Discussion: Leaders who inspired their followers to achieve high standards.

Meeting 3: Intellectual Stimulation and Creative Leadership

- Indicators: engaging followers, encouraging creativity, avoiding public criticism.
- The role of intellectual stimulation in fostering innovation and decision-making.
- Case study analysis: How great leaders empower their teams.
- Class Discussion: The balance between constructive feedback and avoiding criticism.

Meeting 4: Individualized Consideration and Mentorship in Leadership

- Indicators: effective listening, mentorship, meeting individual needs.
- Examining mentorship as a rare but crucial political leadership trait.
- Class Discussion: The impact of high vs. low staff turnover on leadership quality.

Meeting 5: Synthesis, Case Studies, and Final Discussion

- Application of transformational leadership principles across different sectors.
- Comparative analysis of business and political leadership styles.
- Students' presentations on leadership case studies.
- Closing Discussion: The future of leadership.

Course Materials

- Bass, B. M., Riggio R.E (2006). *Transformational Leadership*. Psychology Press.
- Burns, J. M., (1978). *Leadership*. Harper Perennial.
- McChrystal, S., (2018). *Leaders, Myth and Reality*. Penguin.
- Selected case studies and journal articles (provided by the instructor).
- Demczuk, A. M., (2023). *Transformational Leadership and the Modern Presidency: Clinton, Bush, Obama*. Lexington Books.

Assessment & Evaluation

- Participation & Class Discussions
- Case Study Analysis
- In-class Presentations

Course Policies

- Attendance and active participation are vital 😊