

**Foundations of Leadership****Peking University HSBC Business School**

**Instructor:** Professor Lu (Nick) Wang  
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**Class Hours:** 3:30pm-5:20pm  
Tuesdays and Fridays

**Classroom:** 209

**Office Hours:** To be announced.

**Teaching Assistant:** To be announced

**1. Course Overview**

Most students in this course are likely to take on significant leadership roles at some point in their career. This course will provide the fundamental knowledge, skills and abilities needed to be an effective leader. Students will be introduced to the history of leadership theory from the “Great Man” theory of born leaders to contemporary theories of emotional intelligence and leadership. As a result, the course will help students recognize, understand, and utilize different bases of leadership and organizational influence. As part of this course, students will also assess their personal leadership qualities and develop a plan to enhance their leadership potential.

While the course will explore the knowledge base and skills necessary to be an effective leader in a variety of settings, the primary focus will be on leadership in the organizational context. To provide a more complete understanding of what it means to be an effective leader in organizations, however, this course will draw on evidence-based research from psychology, organizational behaviour, sociology, and management.

**Approaches to learning and teaching:**

This course takes an active, adult-learning approach that stresses interactive teaching and learning. In order to succeed in this course, you must be an active participant in your own learning process. Learning in a class setting is a collective responsibility that requires you to read, reflect, listen, question, reformulate, and critique. This course is designed to foster such collaborative learning. In order for the lecture to be optimally productive, everyone will have to commit to doing the outside work; to bringing engaging ideas, questions, and issues for class discussion; to coming to class on time thoroughly prepared, mentally present, and fully involved throughout the class. If you have suggestions for making our time more engaging, please let me know. Your active participation will be one way to show that you are meeting the objectives of the course.

**Student responsibilities and conduct**

Students are expected to be familiar with and adhere to university policies in relation to class attendance and general conduct and behavior, including maintaining a safe, respectful environment; and to understand their obligations in relation to workload, assessment and keeping informed.

**2. Course Work and Grading**

***Full lecture attendance is expected in this course.*** You are expected to attend all lectures. Less than 80% attendance will automatically fail you. In addition, you are expected to complete assigned readings before coming to the lecture and to actively engage in class discussion during the lecture. The grading of this course can be broken down to the following\*:

Class attendance and participation	10%
Midterm exam	20%
Individual proposal	30%
Team case analysis	30%
Team presentation	10%

\*Additional details about the assessments will be given in class.

**Late submission**

Late submission will not be allowed in this course. Extensions may only be granted on medical or compassionate grounds under extreme circumstances by me. Requests for extensions must be made in writing to me prior to the due date.

**3. Course Materials**

Yukl, G. (2012). Leadership in Organizations. 8<sup>th</sup> edition. Prentice Hall.  
Additional readings will be made available during the semester.

**4. Class Schedule or Topics Covered**

Week	Session	Topic
1	1	Leadership and its Importance
	2	Power and Influence in Organizations
2	3	Trait Approaches to leadership
	4	Charismatic Leadership Theory

3	5	Situational Approaches to Leadership
	6	Contingency Theory of Leadership
4	7	Path Goal Theory and LMX Theory of Leadership
	8	The Romance of Leadership
5	9	Midterm Exam
	10	Transformational vs Transactional Leadership
6	11	Ethical Leadership
	12	Gender and Leadership
7	13	Leadership in a Cross-cultural Environment
	14	Emotional Intelligence and Leadership
8	15	Assessment and Development of Leadership
	16	Overview and Integration
9	17	Team Presentation
	18	Team Presentation