Course Information					
Code:	**LDR51003**	Course:	**LIDERAZGO ORGANIZACIONAL**		
Coordination Area / Program:		**FAC. CC.EE. ADMINISTRACION**			Mode: **Presencial**
Credits: **04**		Tipo de hora	Presencial	Virtual	H. Totales
		H.Teoria	64	0	64
		H.Práctica	0	0	0
		H.Laboratorio	0	0	0

Autonomous Learning Hours: **128**

Period: **2024-02**	Start date and end of period: **del 19/08/2024 al 08/12/2024**

Career: **ADMINISTRACIÓN - ADMINISTRACIÓN DE NEGOCIOS DIGITALES - ADMINISTRACIÓN EN TURISMO - ADMINISTRACIÓN HOTELERA - ADMINISTRACIÓN Y EMPRENDIMIENTO - ADMINISTRACIÓN Y FINANZAS CORPORATIVAS - ARQUITECTURA, URBANISMO Y TERRITORIO - ARTE CULINARIO - ARTE Y DISEÑO EMPRESARIAL - COMUNICACIONES - DERECHO - ECONOMÍA - ECONOMÍA Y FINANZAS - ECONOMÍA Y NEGOCIOS INTERNACIONALES - GASTRONOMÍA Y GESTIÓN DE RESTAURANTES - GESTIÓN AMBIENTAL EMPRESARIAL - GESTIÓN E INNOVACIÓN EN GASTRONOMÍA - INGENIERÍA AGROINDUSTRIAL - INGENIERÍA AGROINDUSTRIAL Y AGRONEGOCIOS - INGENIERÍA AMBIENTAL - INGENIERÍA CIVIL - INGENIERÍA DE SISTEMAS DE INFORMACIÓN - INGENIERÍA DE SOFTWARE - INGENIERÍA EMPRESARIAL - INGENIERÍA EN INDUSTRIAS ALIMENTARIAS - INGENIERÍA INDUSTRIAL Y COMERCIAL - INGENIERÍA INFORMÁTICA Y DE SISTEMAS - INGENIERÍA MECATRÓNICA - INTERNATIONAL BUSINESS - MARKETING - MÚSICA - PSICOLOGÍA - RELACIONES INTERNACIONALES**

Course Pre-requisites		
Code	**Course - Credits**	**Career**
	> 160 Créditos.	ADMINISTRACIÓN - ADMINISTRACIÓN DE NEGOCIOS DIGITALES - ADMINISTRACIÓN EN TURISMO - ADMINISTRACIÓN HOTELERA - ADMINISTRACIÓN Y EMPRENDIMIENTO - ADMINISTRACIÓN Y FINANZAS CORPORATIVAS - ARQUITECTURA, URBANISMO Y TERRITORIO - ARTE CULINARIO - ARTE Y DISEÑO EMPRESARIAL - COMUNICACIONES - DERECHO - ECONOMÍA - ECONOMÍA Y FINANZAS - ECONOMÍA Y NEGOCIOS INTERNACIONALES - GASTRONOMÍA Y GESTIÓN DE RESTAURANTES - GESTIÓN AMBIENTAL EMPRESARIAL - GESTIÓN E INNOVACIÓN EN GASTRONOMÍA - INGENIERÍA AGROINDUSTRIAL - INGENIERÍA AGROINDUSTRIAL Y AGRONEGOCIOS - INGENIERÍA AMBIENTAL - INGENIERÍA CIVIL - INGENIERÍA DE SISTEMAS DE INFORMACIÓN - INGENIERÍA DE SOFTWARE - INGENIERÍA EMPRESARIAL - INGENIERÍA EN INDUSTRIAS ALIMENTARIAS - INGENIERÍA INDUSTRIAL Y COMERCIAL - INGENIERÍA INFORMÁTICA Y DE SISTEMAS - INGENIERÍA MECATRÓNICA - INTERNATIONAL BUSINESS - MARKETING - MÚSICA - PSICOLOGÍA - RELACIONES INTERNACIONALES
	> 100 Créditos.	ADMINISTRACIÓN - ADMINISTRACIÓN DE NEGOCIOS DIGITALES - ADMINISTRACIÓN EN TURISMO - ADMINISTRACIÓN HOTELERA - ADMINISTRACIÓN Y EMPRENDIMIENTO - ADMINISTRACIÓN Y FINANZAS CORPORATIVAS - ARQUITECTURA, URBANISMO Y TERRITORIO - ARTE CULINARIO - ARTE Y DISEÑO EMPRESARIAL - COMUNICACIONES - DERECHO -

		ECONOMÍA - ECONOMÍA Y FINANZAS - ECONOMÍA Y NEGOCIOS INTERNACIONALES - GASTRONOMÍA Y GESTIÓN DE RESTAURANTES - GESTIÓN AMBIENTAL EMPRESARIAL - GESTIÓN E INNOVACIÓN EN GASTRONOMÍA - INGENIERÍA AGROINDUSTRIAL - INGENIERÍA AGROINDUSTRIAL Y AGRONEGOCIOS - INGENIERÍA AMBIENTAL - INGENIERÍA CIVIL - INGENIERÍA DE SISTEMAS DE INFORMACIÓN - INGENIERÍA DE SOFTWARE - INGENIERÍA EMPRESARIAL - INGENIERÍA EN INDUSTRIAS ALIMENTARIAS - INGENIERÍA INDUSTRIAL Y COMERCIAL - INGENIERÍA INFORMÁTICA Y DE SISTEMAS - INGENIERÍA MECATRÓNICA - INTERNATIONAL BUSINESS - MARKETING - MÚSICA - PSICOLOGÍA - RELACIONES INTERNACIONALES
FC-IBS NEGLIDCO	NEGOCIACIÓN Y LIDERAZGO COMERCIAL	ECONOMIA - ECO. Y FINANZAS
FC-HOT ADMTAHU2	ADMINISTRACIÓN DEL TALENTO HUMANO	GEST-INNOV-GASTRON - GASTR. GEST. REST.
FC-ADM ESTRGERE	ESTRATEGIAS GERENCIALES	ADMINISTRACION - ADM. NEG. DIG. - GASTR. GEST. REST. - ADM. Y EMPRENDIMIENTO
FC-ADM PLAGESES	PLANEAMIENTO Y GESTIÓN ESTRATÉGICA	ARTE CULINARIO
FC-AD-ADM GESTEMPR	GESTIÓN DE EMPRESAS	ING. CIVIL
FC-ADM GESTEMPR	GESTIÓN DE EMPRESAS	ING AGROIND - GEST-INNOV-GASTRON - COMUNICACIONES - ARTE CULINARIO - ING. INDUSTRIAL Y C. - ARQUITECTURA - DERECHO - MARKETING - ADM. TURISMO - ING. AGROINDUSTRIAL - PSICOLOGIA - ING. CIVIL - ING. AMBIENTAL
FC-ADM COMPCLIMAORGA	COMPORTAMIENTO Y CLIMA ORGANIZACIONAL	GEST. AMBIENTAL EMP. - MUSICA - ING SIST INFORM - COMUNICACIONES - ECO. NEG. INT. - ING-SOFT - ING. INFORMATICA - INTERN. BUSINESS - ADM. TURISMO - ING. EMPRESARIAL
FC-ADM GERCAPHU	GERENCIA DE CAPITAL HUMANO	ADM&FINCORP - ING-MECAT

Course Coordinators			
Surname and First Name	**Email**	**Contact Hour**	**Contact Site**
ARAUJO URRUNAGA, SANDRA GABRIELA	SARAUJOU@USIL.EDU.PE	Monday to Friday from 09:00 to 19:00 hrs	Business Faculty

Instructors
You can check the timetables for each teacher in their INFOSIL in the *Classes Development Teachers* option *Teachers.*

Course Overview
The Organizational Leadership is a specialty course that is theoretical in nature and contributes to the development of Management, Human Development and Administrative Management skills. It includes the development of the following thematic axes: Introduction to leadership, leadership of teams and organizations, application of leadership in business reality, leadership of culture, diversity and social responsibility. The creditable product of the subject is the final work on a case of a company with corporate social responsibility.

Professional and/or General Competencies

Career/Program	Abbreviation/Denomination of the Competency	Level of the competence	Expected learning
ADMINISTRATIÓN	CG5: Human development	N3 Demonstrates sensitivity and social disposition in the interactions of his academic life, with assertiveness and empathy, to satisfactorily face social and professional demands.	• Develops and strengthen your self-knowledge, generating improvement in your emotional well-being. • Analyzes and evaluates their abilities to respond to the demands of their social environment. • Recognizes the needs and feelings of other people to satisfactorily face the demands of their environment. • Uses soft skills to satisfactorily face social and professional demands.
	CP3: Direction	N3 Apply your social skills to influence work teams, motivating them to achieve goals and results, in accordance with the structures and processes of an organization or work area.	• Positively influences organizational performance using your social-emotional skills. • Leads actions that improve organizational culture and lead to better decision making in the company. • Applies your social and organizational communication skills (in their different types and levels) to align collaborators with the objectives set by the organization. • Develops activities that motivate members of an organization to commitment and responsibility to achieve goals and obtain the expected results, in accordance with the defined structures and processes.
ADMINISTRATION AND CORPORATE FINANCE	CP4: Administrative management	N3 Manages the processes and human resources of the organization to achieve institutional objectives, taking into account the nature of the organization.	• Understands the theoretical foundations of administrative management, according to the organization's line of business. • Identify the management processes of an organization according to their type and nature. • Manages the organization's human

			capital according to its type and nature

General Course Result	**Unit Result**
At the end of the course, the student learns the preparation of an organizational leadership proposal that is aligned with the leadership strategy of a company, to generate a leadership proposal as a creditable product, to achieve the expected results of human capital, considering company culture and corporate social responsibility.	1. At the end of the unit, the student learns the importance of exercising leadership at a personal level and mainly, at a company level through organizational leadership.
	2. At the end of the unit, the student identifies and analyzes the situations that occur in an area or an organization to relate them to the use and application of a leadership strategy
	3. At the end of the unit, the student generates and supports a leadership proposal, for a work area or an organization considering digital media and global business trends, considering the company culture and corporate social responsibility, supported through your leadership proposal or creditable product.

Development of activities

Unit Result 1: *At the end of the unit, the student learns the importance of exercising leadership at a personal level and mainly, at a company level through organizational leadership.*

Session 1: *At the end of the session, the student understands the ideas that allow him to learn about the definition, importance, and ethical behavior of organizational leadership through the analysis of real examples of business practice*		Semana 1 a 2
Learning Activities	**Contents**	**Evidence**
They comment on their expectations of the course. Formulate exercises to lead and measure your interest in leadership. Know and identify social leadership skills. Know and recognize the ethical behavior of the leader.	Introduction to the course and student expectations Definition, importance and leadership traits Personality profiles Importance of leadership in organizations Stakeholders and effectiveness Behavior and organization Ethics and ethical leadership.	Interview with a leader Presentation of group tasks Reading control Case analysis
Session 2: *At the end of the session, the student understands the models, communication, and techniques of organizational leadership through the analysis of real examples of business practice.*		Semana 3 a 4
Learning Activities	**Contents**	**Evidence**
Learn about the different leadership models. Learn in groups about cases that reflect different leadership styles. Understand the techniques to improve active listening for assertive communication. Investigate techniques to improve communication, feedback, and conflict management. TEST Nº1	Leadership models Traditional Situational Modern (new) Communication and feedback Techniques to improve communication. 360º Feedback Coaching	Presentation of group tasks Reading control Case analysis Test No. 1

Unit Result 2: *At the end of the unit, the student identifies and analyzes the situations that occur in an area or an organization to relate them to the use and application of a leadership strategy*

Session 3: *At the end of the session, the student understands the ideas that allow him to learn about strategic leadership concepts such as influence, power and leadership of teams and organizations, through the analysis of real examples from business practice.*		Semana 5 a 6
Learning Activities	**Contents**	**Evidence**
Learn to identify sources of power, political behavior, social media, mobile marketing. Recognize your negotiation skills. Recognize the	Influence: Power, Politics and Negotiation Types of Power Organizational Policy Political Behavior Negotiation Team	Presentation of group tasks Reading control Case analysis Preview presentation 1 of the creditable product

characteristics that a leader must have when working with teams to encourage their effectiveness. Presentations of Draft 1 of the creditable product (final work) Feedback and recommendations on the progress presented (final work).	leadership Advantages and disadvantages Characteristics of effective teams. Role of the leader Types of equipment	

Session 4: *At the end of the session, the student understands the ideas that allow him to learn about leadership strategies related to the components and processes of work motivation, through the analysis of real examples from business practice*		Semana 7 a 8
Learning Activities	**Contents**	**Evidence**
They recognize the importance of strategies to motivate employees in organizations. Learn about different motivational theories.	Exhibitions of the first preview of your creditable product Work Motivation Components of Motivation. Motivational process Motivational Theories Work redesign	Presentation of group tasks Case analysis

Unit Result 3: *At the end of the unit, the student generates and supports a leadership proposal, for a work area or an organization considering digital media and global business trends, considering the company culture and corporate social responsibility, supported through your leadership proposal or creditable product.*		

Session 5: *At the end of the session, the student understands the ideas that allow him to learn about the concepts of satisfaction, measurement, participation, and reward for the application of leadership in business reality, generating a leadership proposal, through the analysis of real examples of the business practice.*		Semana 9 a 10
Learning Activities	**Contents**	**Evidence**
Learn and develop an improvement plan on work climate and satisfaction. Learn about ways to involve and involve an organization's collaborators. Learn about the importance of rewards for employee engagement. TEST Nº2	Explanation of climate and job satisfaction Climate characteristics, advantages, and disadvantages Sources of satisfaction Attitudes and behavior Measuring job satisfaction The effects of job satisfaction and dissatisfaction	Presentation of group tasks Reading control Case analysis Test N.º 2

Session 6: *At the end of the session, the student understands the ideas that allow him to learn about the concepts of performance evaluation, evaluation, conflict and change for the application of leadership in business reality, generating a leadership proposal, through the analysis of real examples. of business practice.*		Semana 11 a 12
Learning Activities	**Contents**	**Evidence**
Learn methods to manage the performance of collaborators in an organization. Learn about the benefits of performance appraisal. Learn about conflict management styles. Learn how to overcome resistance to change and how to manage stress. Presentation of Draft 2 of the creditable product (final work) Feedback and recommendations on the progress presented (final work).	Performance management Goal setting Performance evaluation. Traditional and modern method 360º Evaluation Benefits of evaluation Conflict, Organizational Change and Conflict Management Force for change / Planned change. Resistance to change/approaches. Creating a culture for change/work stress.	Presentation of group tasks Reading control Case analysis Preview presentation 2 of the creditable product

Session 7: *At the end of the session, the student understands the ideas that allow him to learn about concepts such as culture, ethics, and diversity, as well as corporate social responsibility, through the analysis of real examples of business practice.*		Semana 13 a 14
Learning Activities	**Contents**	**Evidence**
Learn about the differences between strong vs. strong cultures. weak cultures. Know and analyze the types of culture in	Culture, ethics, and diversity leadership. Creation of culture and sustainability. Strong cultures vs weak cultures Types of Culture	Presentation of group tasks Reading control Case analysis Test Nº 3

Learning Activities	Contents	Evidence
organizations. Know the concept of Corporate Social Responsibility (SRC). Learn cases of companies with Corporate Social Responsibility. Recommendations for final presentations. TEST Nº3	Diversity leadership Social Responsibility in Human Resources Corporate Social Responsibility (CSR) Codes of Conduct Beginning Advantages of CSR Role of human resources in CSR policies Leading indicators	

Session 8: *At the end of the session, the student presents the final work (creditable product of the course) consolidating and finalizing a comprehensive leadership proposal applied to a real example of business practice*		Semana 15 a 16
Learning Activities	**Contents**	**Evidence**
Recommendations for presentations Delivery and final exhibitions of creditable product Delivery feedback and final presentations.	Presentations of the final work (creditable product of the course) According to the outline and schedule of the final work, students begin their presentations based on the dates previously indicated by the course teacher.	Final report of the creditable product Final presentation of the creditable product

Methodology
The course will be developed based on the following methodologies: collaborative learning, participatory learning and case study, these methodologies will be used so that the student integrates and participates, which will not only benefit them personally, but will enrich the entire the class and their work group. The indicated methodologies will be used to develop in face to face learning. The teacher will guide his teaching in such a way that students can understand the concepts in a clear and obvious way, or in a sequential and logical way.

Assessment System
Each of the items of the evaluation scheme and the final grade of the course are rounded to whole numbers. The final grade of the course is the weighted average of the corresponding items: permanent evaluation, partial exam and final exam.

The averages calculated components of the item 'Permanent Evaluation' will keep your calculation with 2 decimals. |

Type Evaluation	%Weighing	Observation	Week Assessment	Rezag.
Evaluación Permanente	**70%**			
Promedio de Evaluaciones	**100%**			
Evaluación 1	35%	Activities (concept maps and/or infographics, forums, assignments, etc.) from week 1 to week 7. Corresponds to autonomous learning.	Semana 9	No
Evaluación 2	30%	3 Tests (The lowest grade is eliminated).	Semana 14	No
Evaluación 3	35%	Activities (concept maps and/or infographics, forums, assignments, etc.) from week 8 to week 14. Corresponds to autonomous learning.	Semana 15	No
Evaluación Final	**30%**	Producto acreditable.	Semana 16	No

Attendance Policy	
Total Percentage Absences Permitted	30%

Class attendance is mandatory. The student who reaches or exceeds the limit of thirty percent (30%) of absences in the course, defined by the total of effective hours, will be disqualified from taking the final evaluation, corresponding to said evaluation with a grade of zero (0).

In hybrid classrooms, only synchronous virtual participation (via zoom) is allowed, up to a maximum of 50% of the total course.

Basic Required Reading

[1] Lussier, Robert N. (2016). *Leadership: Theory, Application, & Skill Development.* (6th ed.). SAGE Publications. Biblioteca Fernando Belaunde Terry

References Supplementary

[1] Nihal ahmed, Franklin Arreche, Ester Sáenz, Rcardo Cosío, Jorge Javier, Susana Silvera, Józef Ober y Ana Kochmanska (2023). Natural disasters and energy innovation: unveiling the linkage from an environmental sustainability perspective. .
https://www.frontiersin.org/articles/10.3389/fenrg.2023.1256219/full

Prepared by:	Approved by:	Validated by:
ARAUJO URRUNAGA, SANDRA GABRIELA /	JAVIER VIDALON, JORGE LUIS	Office of Curriculum Development
Date: 04/09/2024	Date: 04/09/2024	Date: 04/09/2024