

VODENJE

UČNI NAČRT PREDMETA/COURSE SYLLABUS

Predmet:	Vodenje
Course title:	Leadership
Članica nosilka/UL Member:	UL FU

Študijski programi in stopnja	Študijska smer	Letnik	Semestri	Izbirnost
Management v upravi, druga stopnja, magistrski	Ni členitve (študijski program)	1. letnik	1. semester	obvezni

Univerzitetna koda predmeta/University course code:	0643360
Koda učne enote na članici/UL Member course code:	2202

Predavanja /Lectures	Seminar /Seminar	Vaje /Tutorials	Klinične vaje /Clinical tutorials	Druge oblike študija /Other forms of study	Samostojno delo /Individual student work	ECTS
25	9			56	90	6

Nosilec predmeta/Lecturer:	Janez Stare
-----------------------------------	-------------

Vrsta predmeta/Course type:	obvezni/core
------------------------------------	--------------

Jeziki/Languages:	Predavanja/Lectures:	Angleščina, Slovenščina
	Vaje/Tutorial:	

Pogoji za vključitev v delo oz. za opravljanje študijskih obveznosti:	Prerequisites:
Splošni pogoji za vpis v program.	General conditions for enrolment in the program.

Vsebina:	Content (Syllabus outline):
1. Narava vodenja. 2. Vodenje in menedžment. 3. Pregled teorij vodenja 4. Vodja kot posameznik. 5. Vodenje, ki temelji na vrednotah. 6. Čustvena kompetentnost vodij 7. Sodelovalno okolje. 8. Zaupanje in vloga sledilcev. 9. Moč in vplivanje. 10. Vodenje v javnem in zasebnem sektorju. 11. Krepitev vodstvenih kapacitet 12. Trendi vodenja za trajnostno delovanje	1. The Nature of leadership 2. Leadership and management 3. Overview of leadership theories 4. The Leader as an individual 5. Value-based leadership 6. Emotional competence of leaders 7. Positive work environment 8. Trust and the role of followers 9. Power and influence 10. Leadership in the public and private 11. Improving leadership capability 12. Leadership trends for sustainable performance

Temeljna literatura in viri/Readings:
1. Daft, R. L. (2022). Leadership experience. 8th Edition. Cengage Learning. 2. Northouse, P. G. (2021). Leadership, Theory and Practice. SAGE Publications, Inc.

3. Yukl, G. (2013). Leadership in organisations. Pearson, Boston.

Cilji in kompetence:	Objectives and competences:
Cilji: Student: • pojasni pristope in koncepte vodenja, • analizira in opredeli razlike med vodenjem in managementom, • razvije razumevanje koncepta čustvene inteligentnosti in njenega vpliva na uspešnost vodenja, • analizira in ovrednoti, kako vodja vpliva na odnose v organizaciji, • oblikuje strategije za trajnostni razvoj vodstvenih kapacitet. Predmetno specifične kompetence: • zmožnost razločevanja konceptov vodenja, • zmožnost analiziranja kriterijev in dejavnikov uspešnega vodenja ter njihovega vpliva, • zmožnost samorefleksije in razvoj veščin, kot so empatija, samoregulacija in socialna spretnost, • zmožnost oblikovanja sodelovalnega okolja, • zmožnost analitične primerjave vodenja v javnem in zasebnem sektorju.	Objectives: Student: • Explains leadership approaches and concepts • Analyse and define the differences between leadership and management. • Develops an understanding of the concept of emotional intelligence and its impact on leadership effectiveness • Analyses and evaluates how a leader influences relationships within an organisation • Designs strategies for the sustainable development of leadership capacities. Subject-specific competences: • The ability to distinguish between leadership concepts. • The ability to analyse the criteria and factors of successful leadership and their implications. • The ability to self-reflect and develop skills such as empathy, self-regulation and interpersonal skills. • The ability to create a collaborative environment. • The ability to analytically compare leadership in the public and private sectors.

Predvideni študijski rezultati:	Intended learning outcomes:
Student: • razlikuje med različnimi koncepti in paradigmami vodenja, • razčleni in ovrednoti vodstvene lastnosti in značilnosti, • presodi in uveljavi načela etičnega vodenja v praksi, • analizira in izbere različnim ukrepe za oblikovanje sodelovalnega delovnega okolja, • analizira in izbere različnim situacijam primerne strategije vodenja, • ovrednoti trende in dobre prakse ter na njihovi osnovi oblikuje ukrepe prihodnjega vodenja.	Student: • Distinguishes between different concepts and paradigms of leadership • Analyses and evaluates leadership characteristics and traits • Evaluate and implement principles of ethical leadership in practise. • Selects measures to create a collaborative work environment depending on the situation • Analyse and select appropriate leadership strategies for different situations. • Evaluates trends and best practises and develops actions for future leadership based on them.

Metode poučevanja in učenja:	Learning and teaching methods:
1. predavanje, 2. seminar, 3. seminarsko delo 4. predstavitev 5. študija primera, 6. e-učenje.	1. Lecture 2. Seminar 3. Coursework 4. Presentation 5. Case study 6. E-learning

Načini ocenjevanja:	Delež/Weight	Assessment:
1. problemske naloge	40,00 %	1. Problem-based tasks
2. pisni ali ustni izpit Pri oblikovanju ocene predmeta se upoštevajo rezultati tistih delnih obveznosti, ki jih študent pridobi do	60,00 %	2. Written or oral exam Final assessment of the course is the sum of the written (and / or oral) examination and

roka za katerega je razpisana časovna obveznost (pisni ali ustni izpit).		other partial estimates of commitments that are finished before the time of examination.
--	--	--

Ocenjevalna lestvica:

5 - 10, pri čemer velja, da je pozitivna ocena od 6 - 10

Grading system:

5 - 10, a student passes the exam if he is graded from 6 to 10

Reference nosilca/Lecturer's references:

1. Stare, J., Seljak, J. (2013). *Vodenje ljudi v upravi : povezanost osebnostnega potenciala za vodenje z uspešnostjo vodenja* (Upravna misel). Ljubljana: Fakulteta za upravo, 2006. XXIV, 292 str.
2. Stradovnik, K., & Stare, J. (2018). Correlation between Machiavellian leadership and emotional exhaustion of employees : case study : Slovenian municipalities. *Leadership & organization development journal*, 39(8), 1037-1050.
3. Ropret, M., Aristovnik, A., Klun, M., & Stare, J. (2017). The importance of HRM factors for public sector innovativeness in Eastern Europe. *International journal of innovation and learning*, 22(4), 480-497.
<https://doi.org/10.1504/IJIL.2017.087487>