

VODENJE V JAVNI UPRAVI

UČNI NAČRT PREDMETA/COURSE SYLLABUS

Predmet:	VODENJE V JAVNI UPRAVI
Course title:	LEADERSHIP IN PUBLIC ADMINISTRATION
Članica nosilka/UL Member:	UL FU

Študijski programi in stopnja	Študijska smer	Letnik	Semestri	Izbirnost
Uprava - Upravljanje javnega sektorja, druga stopnja, magistrski	Ni členitve (študijski program)	1. letnik	2. semester	obvezni

Univerzitetna koda predmeta/University course code:	0061321
Koda učne enote na članici/UL Member course code:	2003

Predavanja /Lectures	Seminar /Seminar	Vaje /Tutorials	Klinične vaje /Clinical tutorials	Druge oblike študija /Other forms of study	Samostojno delo /Individual student work	ECTS
28	14			118	80	8

Nosilec predmeta/Lecturer:	Janez Stare
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Vrsta predmeta/Course type:	OBVEZNI/CORE
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Jeziki/Languages:	Predavanja/Lectures:	Angleščina, Slovenščina
	Vaje/Tutorial:	

Pogoji za vključitev v delo oz. za opravljanje študijskih obveznosti:	Prerequisites:
Ni pogojev.	No prerequisites.

Vsebina:	Content (Syllabus outline):
1. Narava vodenja. 2. Pristopi k vodenju. 3. Sodobna paradigma vodenja. 4. Vodja kot posameznik. 5. Integriteta in trajnostno vodenje. 6. Čustvena kompetentnost vodje. 7. Sodelovalno delovno okolje. 8. Dinamika odnosov v skupini. 9. Moč in vplivanje. 10. Vodenje v javni upravi. 11. Izbira in razvoj vodij v javni upravi. 12. Trendi vodenja za trajnostno vodenje.	1. The Nature of leadership 2. Approaches to leadership 3. Modern leadership paradigm 4. The Leaders as an individual 5. Integrity and sustainable leadership 6. Emotional competence of a leader 7. Collaborative working environment 8. The dynamics of group relationships 9. Power and influence 10. Leadership in public administration 11. Selection and development of leaders in public administration 12. Leadership trends for sustainable performance

Temeljna literatura in viri/Readings:

1. Northouse, P. G. (2021). Leadership. Theory and Practice, Ninth Edition. Sage. Thousand Oaks, California.
2. Harvard Business Review (2011). HBR's 10 Must Reads on Leadership. Harvard Business Review.
3. OECD (2019). Recommendation of the Council on Public Service Leadership and Capability. OECD Legal Instruments.

Cilji in kompetence:	Objectives and competences:
Študent: • razume naravo vodenja, • ovrednoti pomen integritete vodje in njeno vlogo pri oblikovanju trajnostnega vodenja, • razvije razumevanje koncepta čustvene inteligentnosti in njenega vpliva na uspešnost vodenja, • prepozna in uporabi različne tehnike za oblikovanje in spodbujanja pozitivnega delovnega okolja, • oblikuje in uporabi učinkovite strategije za izbiro, usposabljanje in razvoj vodij v javni upravi. Kompetence: • zmožnost kritične analize in vrednotenje različnih pristopov k vodenju, • zmožnost prepoznavanja pomena integritete in trajnostnega vodenja, • zmožnost samorefleksije in razvoj veščin, kot so empatija, samoregulacija in socialna spretnost, • zmožnost vodenja in sodelovanja v raznovrstnih organizacijskih strukturah, • zmožnost oblikovanja in izvajanja učinkovitih strategij izbire, usposabljanja in razvoja vodij v javni upravi.	Študent: • Understands nature of leadership • Evaluate the importance of a leader's integrity and their role in shaping sustainable leadership. • Develop an understanding of the concept of emotional intelligence and its impact on leadership effectiveness. • Identify and apply various techniques for creating and fostering a positive work environment. • Design and apply effective strategies for selecting, training, and developing leaders in public administration. Competencies: • The ability to critically analyse and evaluate different leadership approaches. • The ability to recognise the importance of integrity and sustainable leadership. • The ability to self-reflect and develop skills such as empathy, self-regulation and interpersonal skills. • The ability to lead and collaborate within different organisational structures. • The ability to design and implement effective strategies for selecting, training and developing leaders in public administration.

Predvideni študijski rezultati:	Intended learning outcomes:
Študent: • analizira in oceni različne pristope k vodenju, • ovrednoti pomen integritete vodij in trajnostnega vodenja na učinkovitost vodje, • razvije veščine samorefleksije, empatije, samoregulacije in socialnih spretnosti, ki so potrebne za učinkovito vodenje in upravljanje medosebnih odnosov v delovnem okolju, • demonstrira sposobnost uporabe tehnik za spodbujanje pozitivnega in sodelovalnega delovnega okolja, • oblikuje, oceni in izvaja strategije za izbiro, usposabljanje in razvoj vodij v javni upravi.	Študent: • Analyses and evaluate various leadership approaches. • Assess the importance of leader integrity and sustainable leadership to leadership effectiveness. • Demonstrates the ability to apply techniques to foster a positive and collaborative work environment. • Develops skills in self-reflection, empathy, self-regulation and interpersonal skills necessary for effective leadership and management of interpersonal relationships in the workplace. • Designs, evaluates and implements strategies for selecting, training and developing leaders in public administration.

Metode poučevanja in učenja:	Learning and teaching methods:
1. predavanje, 2. seminar, 3. seminarsko delo, 4. predstavitev,	1. Lecture 2. Seminar 3. Coursework 4. Presentation

5. študija primera,	5. Case study
6. e-učenje.	6. E-learning

Načini ocenjevanja:	Delež/Weight	Assessment:
1. Aktivno sodelovanje (samostojno in/ali skupinsko delo, e-učenje, test, esej), skupinsko delo in poročilo (poročilo projektne naloge, zagovor projektne naloge)	40,00 %	1. Active participation (individual and/or group work, e-learning, test, essay) group work and report (report of project work, oral presentation of project work)
2. pisni izpit ali ustni izpit (pogoj: pozitivna ocena izpita) projektne naloge)	60,00 %	2. Written or oral examination (condition: positive evaluation of the exam)
Pri oblikovanju ocene predmeta se upoštevajo rezultati tistih delnih obveznosti, ki jih študent pridobi do roka za katerega je razpisana časovna obveznost (pisni ali ustni izpit).		Final assessment of the course is the sum of the written (and / or oral) examination and other partial estimates of commitments that are finished before the time of examination.

Ocenjevalna lestvica:	Grading system:
5 - 10, pri čemer velja, da je pozitivna ocena od 6 - 10	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). <i>Vodenje ljudi v upravi : povezanost osebnostnega potenciala za vodenje z uspešnostjo vodenja</i> (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. <i>Leadership & organization development journal</i>, 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. <i>International journal of innovation and learning</i>. 22(4), 480-497. https://doi.org/10.1504/IJIL.2017.087487
