COURSE UNIT (MODULE) DESCRIPTION

Course unit (module) title	Code
Leadership and career management	

Academic staff	Core academic unit(s)
Coordinating: Dr. Antanas Ūsas **Other:**	Kaunas Faculty Institute of Languages, Literature and Translation Studies ☐ Institute of Social Sciences and Applied Informatics ☒

Study cycle	Type of the course unit
First ☒ Second ☐	Compulsory Course ☒ Optional Couse ☐ Course Unit (Module) of the General University Studies ☐ Course Unit (Module) of Individual Studies ☐ Interdisciplinary Studies Course Unit (Module) ☐

Mode of delivery	Semester or period when it is delivered	Language of instruction
Face to face	4th semester	English

Requisites	
Prerequisites: -	**Co-requisites (if relevant): -**

Number of ECTS credits allocated	Student's workload (total)	Contact hours	Individual work
5	130	48	82

Purpose of the course unit		
To develop students' abilities to apply fundamental leadership theories, to understand the qualities and competencies characteristic of a modern business leader, and to organize the process of career planning and implementation.		
Learning outcomes of the course unit	**Teaching and learning methods**	**Assessment methods**
The student will know and understand: the main leadership theories, statements, and principles; the theoretical foundations of career development, as well as the process of career planning and implementation.	Lectures, in-class work during seminars, independent study. Active teaching/learning methods (group discussion, case analysis). Preparation and presentation of an independent written assignment.	Exam (a test with open- and closed-ended questions). Assessment of the independent written assignment and its presentation. Assessment of work performed during seminar sessions.
The student will be able to: classify leadership theories and analyze practical cases; apply practical aspects of leadership and the career planning and implementation process in an organization and in personal life; coordinate their activities with those of group members, assess their own		

contribution to teamwork, evaluate the team's work and the results achieved; act ethically and adhere to professional ethical standards.		

Content	Contact hours							Individual work: time and assignments	
	Lectures	Tutorials	Seminars	Workshops	Laboratory work	Internship	**Contact hours, total**	**Individual work**	**Tasks for individual work**
1. The concept and essence of leadership	2		1				**3**	**6**	Literature analysis
2. Overview of leadership theories	4		1				**5**	**7**	Literature analysis
3. The leader's personality	4		2				**6**	**8**	Literature analysis, case analysis.
4. Transformational leadership	4		2				**6**	**8**	Literature analysis, case analysis.
5. Charismatic leadership	2		2				**4**	**6**	Literature analysis, case analysis.
6. Management and leadership	4		1				**5**	**7**	Literature analysis
7. Theoretical foundations of career planning	4		1				**5**	**7**	Literature analysis
8. Self-awareness for career implementation	2		2				**4**	**6**	Literature analysis, case analysis.
9. Career implementation opportunities	4		2				**6**	**8**	Literature analysis
10. Career plan	2		2				**4**	**9**	Literature analysis
Independent review of course material and preparation for the exam.								**10**	Independent study, literature review. Exam preparation and taking the exam.
Total	**32**		**16**				**48**	**82**	
Note: Up to 4 contact hours may be replaced by guest lectures given by social partners or educational visits to social partner organisations									

Assessment strategy	Weight %	Deadline	Assessment criteria
In-class work during seminars, independent study, group discussion, case analysis.	10	During the semester	1 point: actively participates in discussions, answers questions, formulates problems and questions, provides critical comments; completes individual tasks and presents them. 0.5 points: participates in discussions, answers questions; individual tasks are completed with minor errors. 0 points: barely participates in discussions; individual tasks are not completed or the student has missed more than one-third of the seminars.
Midterm exam	30		The assessment consists of a closed test (20–30 questions of varying difficulty, ranging from comprehension to assessment skills) and/or open questions (2–4, with a score indicated for each question). The assessment is as follows: 10 points. Excellent knowledge and skills. Assessment level. 95–100% correct answers. 9 points. Very good knowledge and skills, there may be minor mistakes. Level of synthesis. 85–94% correct answers. 8 points. Average knowledge and skills, there are mistakes. Level of analysis. 75–84% correct answers. 7 points. Knowledge and skills are below average, there are (substantial) mistakes. Level of knowledge application.

			65–74% correct answers 6 points. Knowledge and skills still meet the minimum requirements. Lots of mistakes. Level of knowledge application. 55–64% correct answers. 5 points. Knowledge and skills still meet the minimum requirements. Lots of mistakes. Level of descriptions. 45–54% correct answers. 4–0 points. Minimum requirements not met. Less than 44% correct answers. The number of points scored by the student is multiplied by 25 %
Individual work and its presentation	20	At the designated time, one week before the presentation of the work	The following aspects of the work are assessed: 3 points: Presentation of the work: the presentation is clear and logical; the audience is engaged and interested. 1 point: Analysis and conclusions: the analysis is very thorough, reasoning is logical, and conclusions are well-founded. 2 points: Structure and scope of the work: the structure of the individual assignment is clear and logical; the work is of appropriate length. 1 point: Style and research integrity: citations are presented correctly, sources are indicated; wording and style meet academic writing requirements.
Exam (written)	40	At the designated time	The exam test consists of open- and closed-ended questions. Assessment is as follows: 6: Excellent knowledge and skills. Evaluation level: 90–100% correct answers. 5: Good knowledge and skills, minor errors possible. Synthesis level: 80–89% correct answers. 4: Good knowledge and skills, minor errors possible. Synthesis level: 60–79% correct answers. 3: Average knowledge and skills, with errors. Analysis level: 40–59% correct answers. 2: Knowledge and skills below average, with (significant) errors. Application level: 20–39% correct answers. 1: Knowledge and skills barely meet minimum requirements. Many errors. Knowledge and understanding level: 10–19% correct answers. 0: Does not meet minimum requirements. 0–9% correct answers.

REGARDING THE EXTERNAL EXAMINATION OF THE COURSE UNIT

Mark ☒				**If permitted, please provide the conditions**
Not permitted	☐	**Permitted**	☒	For the external examination, the following formula is applied: Tasks – 10 %, individual work and its presentation 20 % and midterm exam – 30 % submitted no later than 2 weeks before the agreed exam date. Exam – 40 %, taken on the agreed date. When evaluating tasks and an exam, the same criteria are applied as when studying the subject regularly

REGARDING THE USE OF GENERATIVE ARTIFICIAL INTELLIGENCE (GenAI) TOOLS (SUCH AS "CHATGPT", ETC.) WHEN STUDYING THE COURSE UNIT

Mark ☒				**If permitted, please provide the conditions**
Not permitted	☐	**Permitted**	☒	GenAI may only be used if the lecturer specifies that a particular assignment may be completed using GenAI; otherwise, it will not be graded. If the use of GenAI tools is permitted for completing assignments, the citation requirements set forth in the Guidelines for the Use of Artificial Intelligence at Vilnius University must be strictly followed. GenAI cannot be used for the midterm and final exams.

REGARDING ACADEMIC PROGRESS
A student who (1) **throughout the semester consistently** fails to demonstrate **progress in achieving the expected learning outcomes of a subject (module)** during the practical classes (seminars, exercises, laboratory work, etc.) and (2) fails to complete all interim assessment requirements and tasks within the time specified in the course description, is not allowed to participate in the examination session.

The student's knowledge and skills are assessed with grades from 1 to 10. The course has been passed if:
- the results of all tasks and midterm exam are at least 5;
- the examination grade is at least 5.

Author (-s)	Publishing year	Title	Issue of a periodical or volume of a publication	Publishing house or web link
Required reading				
Peter G. Northouse	2009	Lyderystė: teorija ir praktika		Kaunas: Poligrafija ir informatika
Leis, Micela, and Susan Reinecke	2020	Social-Emotional Leadership : A Guide for Youth Development		Center for Creative Leadership
Douglas Griffin	2011	Lyderystės ištakos: Saviorganizacijos ir etikos sąsajos		Kaunas: UAB Vitae Litera
Bolea, Al, and Leanne E Atwater	2021	Becoming a Leader : Nine Elements of Leadership Mastery		New York, NY: Routledge
Recommended reading				
SAGE	2016	Journal of Casesin Educational Leadership		http://journals.sagepub.com/page/jel/videos/spotlight-interviews
Rothstein, M. G., & Burke, R. J.	2010	Self-management and Leadership development		Edward Elgar Publishing
Ruderman, Marian N, Cathleen Clerkin, and Katya C Fernandez	2020	Resilience That Works : Eight Practices for Leadership and Life. Greensboro, North Carolina		Center for Creative Leadership
Di Schiena, R., Letens G.,Van Aken E. & Farris J.	2013	Relationship between Leadership and Characteristics of LearningOrganizations in Deployed Military Units: An Exploratory Study	Administrative Sciences. 2013, 3, 143–165	http://www.mdpi.com/2076-3387/3/3/143/htm
Hunter, Samuel T, and Jeffrey B Lovelace.	2022	There Is More than One Way to Lead : The Charismatic, Ideological, and Pragmatic (CIP) Theory of Leadership		Cambridge: Cambridge University Press