WYDZIAŁ ZARZĄDZANIA
Uniwersytet Łódzki

Course syllabus		
Course name:	Leadership Diversity	
Areas, Disciplines:		
Study programme group:	**Cycle of studies:**	**Study type:**
Study programme name:	Leadership Diversity: Understanding and Embracing Differences	
Specialty:		
Electivity:		
Course coordinator:		

Course code:	**Year of studies:**	**Semester:**	**Language of instruction:**
	2023/2024		English
ECTS credits:	6		
Exam / assessment form:	Students will be evaluated through class participation, individual and group assignments, and a final project that demonstrates their understanding and application of the course concepts.		

Class type	Total contact hours
Using the rule of 1:2 it implies 10-hours in contact class and 2 hours per hour per topic covered for a 30-hour course	
This course can be delivered in-person and or partially online, depending on the needs and preferences of the participants. The course will include a combination of lectures, case studies, group discussions, and interactive exercises to ensure an engaging and effective learning experience.	10-hours contac via in person or ONLINE
Independent or self-directed learning hours that is not part of contact hours is an essential component of the course and comprehensive education, as it allows students to take ownership of their learning and develop the skills necessary to succeed in their chosen fields.	20-hours self directed and independend learning

This refers to the following activities:

Reading and studying textbooks, articles, and other materials deprelated to the course.

Conducting inendent research and analysis to deepen understanding of the subject matter.

Practicing and applying knowledge and skills through exercises, assignments, and projects.

Collaborating with peers, mentors, or other experts to exchange ideas and feedback.

Reflecting on learning experiences and identifying areas for improvement or further development.

Engaging in extracurricular activities or attending events related to the course or discipline.

A. Shortened (general) subject description

This 30-hour course will equip students with the knowledge, skills, and social competence needed to effectively lead and manage diverse teams. It will explore the importance of understanding and embracing differences in the workplace, provide strategies for fostering inclusion, and develop leadership skills that promote diversity, equity, and inclusion.

B. Prereqisities

-none

C. Effects of Teaching

Knowlege

Code PEU	Define diversity and its importance in the workplace Understand the impact of bias and privilege on workplace diversity	Study programme-related learning outcome code
-		-

Skills

Code PEU	Identify strategies for fostering inclusion in the workplace Develop leadership skills that promote diversity, equity, and inclusion	Study programme-related learning outcome code
-	-	-

Social competence		
Code PEU	Develop social competence in working with diverse teams Evaluate their own leadership style in relation to diversity and inclusion	**Study programme-related learning outcome code**
-		-

D. Course Content		
	Total contact hours	**PEU**
Introduction to Diversity in the Workplace Defining Diversity Why Diversity is Important in the Workplace Common Misconceptions about Diversity Understanding the Impact of Bias and Privilege on Diversity	3	
Strategies for Fostering Inclusion Creating a Culture of Inclusion Recruiting and Retaining Diverse Talent Providing Effective Feedback to Diverse Teams Facilitating Difficult Conversations about Diversity	6	
Developing Leadership Skills for Diversity, Equity, and Inclusion Leading with Emotional Intelligence Building Trust and Psychological Safety in Teams Effective Communication in a Diverse Environment Managing Conflict in a Diverse Team	9	
Social Competence in Working with Diverse Teams Cultural Competence and Awareness Understanding Microaggressions	9	

Addressing and Challenging Bias Building Relationships with Diverse Teams		
Reflection and Evaluation Reflecting on Personal Leadership Style and Diversity Evaluating the Effectiveness of Strategies for Fostering Inclusion Creating an Action Plan for Leading with Diversity	3	
Sum	**30-hours**	

E. Methods and Criteria of Assessment

Final grade

FINAL GRADE FOR THE SUBJECT
is determined according to the algorithm:
Grade for "Workshop" grade * 100.00 %
Additional requirements to pass the subject:
None

Partial grade for the form: Workshop

The form evaluation is determined based on the results of the following components:

Assessment component	Weight in final grade	Verification
Individual Assessement (multiple choise)	25	-
Individual assessment (written assessment)	25	
Group Project	50	
Sum	**100**	

Grade for Workshop is determined according to the following point scale:
Additional requirements to pass the form: none

F. Bibliography

G. Student's Workload in the Course

Workshop

Form of student activity	Approximate number of hours
Attending lectures	10
Independend learning	20
Sum	**30**

H. Teaching Methods

The course will use a combination of lectures, case studies, group discussions, role-playing, and individual and group activities. Participants will have access to relevant articles, videos, and resources to deepen their understanding of the course topics.

I. Additional information

-none