

Name of Faculty	Kanika Garg		
Discipline	Department of Management Studies		
Semester	Fourth Semester (IV)		
Subject	Group dynamics and Team leadership (HRM- 401)		
Lectures Required	Description of Topic	Practical Day	Topic (Including Assignment/Test)
3	Definition, types of groups, Dynamics of group formation	NA	
	Models, Delhi Technique, Nominal Group Technique		
	Traditional brain Storming, Electronic brain storming and negative		
1	Case study -1	NA	Playing around with Brainstorming By Michael Schrage (HBR)
2	Transforming groups into teams	NA	
	Stages of team building and its behavioral dynamics		
1	Case study -II	NA	The Perils and Pitfalls of Leading Change: A young Manager's Turnaround Journey
4	Interpersonal Competence & Team Effectiveness	NA	
	Measuring Interpersonal Competence FIRO -B		
	Hands on experience -I		Questionnaire and its interpretation
	Team size, Team member roles and diversity		
1	Case study III	NA	Blake Sports Apparel and Switch Active wear: Bringing the Executive Team Together
4	Cohesiveness, conformity, Polarization, obedience, Group shift and group think	NA	
	Transactional Analysis & Johari window Helping Process		Hands on experience – II with Johari window
	Team Effectiveness and influencing Factors		
	Role of interpersonal competences in team building		
1	Case study IV	NA	Storm King Mountain

4	Functional and Dysfunctional Cooperation and Competition	NA	
	Interventions to build Collaboration in Organizations		
	Social Loafing, Social Facilitation		
	Synergy in teams, Self Managed Teams and Interpersonal Trust.		
1	Case Study V	NA	Building the emotional intelligence of groups
5	Communication Process, Communication Effectiveness & Feedback, Fostering Team Creativity	NA	
	Leadership		
	Leader v/s Managers, Leadership styles, Concept		
	Theories and Styles, Traits		
	Behavioral and Situational , Transactional and Transformational Leadership		
	Leadership Effectiveness, effective leadership communication		
1	Case Study VI	NA	What makes a Leader?
2	Case Base Presentation 1		How to act quickly without sacrificing critical thinking
	Case Base Presentation 2		Breaking Robert's Rules: Consensus – Building Technique for Group Decision Making
	Case Base Presentation 3		Better Brainstorming
	Case Base Presentation 4		Building the emotional intelligence of groups

Total Lecture Required = 30

Recommended & Reference Text Books:-

1. Robbins, S. P. (2004). Organizational Behavior. Pearson Education.
2. Luthans, F. (2002). Organizational Behavior. McGraw-Hill International Edition.
3. Pareek, Udai. (2004). Understanding Organizational Behaviour. Oxford University Press.