

NEUROSCIENCE OF LEADERSHIP

Credits	:	3
Faculty	:	Prof. F. M. Sahoo
Program	:	MBA (HRM)
Academic Year and Term	:	2019 – 21; Term VI

1. Course Description

Neuroscience represents and captures new knowledge. This innovative course combines neuroscience and leadership together in a way that entails emerging knowledge and the latest evidence from neuroscience, neuroleadership, neurobiology and positive psychology for brain friendly leadership. The course provides insight and new learning that will encourage students to be a leader of tomorrow.

2. Student Learning Outcome

- Be able to** understand and appreciate recent developments in neuroleadership
- Be able to** administer and interpret neuroscience-relevant psychometric tests
- Be able to** create a brain friendly workplace

3. Required Reading Materials and Reference Books

Core Reading: Concise Reading Materials would be provided by the Course Instructor (Prof. FM Sahoo)

Reference Sources:

1. Cognitive Planning and Executive Functions (First Edition, 2015): J.P. Das & S.Mishra - Sage Publication, India
2. Neuroscience for Leadership: T. Swart, K. Chisholm & P. Brown – Palgrave, MacMillan
3. Neuroscience for Leaders: N. Dimitriadis & A. Psychogios – Kogan Page Limited
4. The Neuroscience of Leadership Coaching: P. Bossons, P. Riddell & D. Sartain – Bloomsbury

4. Tentative Session Plans

Classroom activities would include lectures, group discussion, administration and interpretation of leadership – relevant psychometric tests. More importantly, the course would involve a field visit to **Mapping Centres at Cuttack or Bhubaneswar**.

Tentative Session Plan

Session	Topics / Activities	Readings
1 & 2	Introduction	
3	Methods of Studying Brain Functions	ARM
4	Landmarks in Brain Research	ARM
5	Neuro-Anatomy	ARM
6	Neuro-Chemistry	ARM
7	Planning	Das & Mishra (Relevant Portions; ARM
8	Decision Making	Dimitriadis&Psychogios (Chapt 5); ARM
9	Emotional Management	Dimitriadis&Psychogios (Chapt 5); ARM
10.	Emotional Styles	Dimitriadis&Psychogios (Chapt 4); ARM
11	Activity: Emotional Equation (Scenarios Construction)	
12	Changing Self & Others	Swart et al (Chapt 7) ARM
13	Stress & Resilience	Swart et al (Chapt 9); ARM
14	Competence	ARM
15	Difference, Diversity & Gender	Swart et al (Chapt 11); ARM
16	Human Connectivity	ARM
17	Neuro Plasticity	ARM
18&19	Group Presentation	
20	Summing up & Integration	

5. Evaluation

A	Quiz 10 % + 10%	20 %
B	Group Presentation	15 %
C	Personal Learning Papers (PLP)	25 %
D	Class Involvement	10 %
E	End Term Examination	30 %

6. Academic Integrity

Expected norms:

- Regularity in class attendance and participation
- Timely completion of assignments
- Maintenance of class room ambience.

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Course Objectives :

The course aims to improve one's understanding of neuro-scientific developments as these relate to new leadership. While the mainstream research on leadership deals with conventional concepts, the need for radical change requires application of brain-friendly techniques. Drawing on the recent developments in neuro-science, neuro-biology, neuro-leadership, and positive psychology, the course is geared to offer an innovative understanding of leadership in general and transformational leadership in particular. The other objective is to train students to use and interpret neuroscience-referred psychometric tests and materials. The course is geared to provide new insights and learning that would encourage students to be leader of tomorrow.

Course Contents :

The course contains the fundamentals of brain structure and function along with landmarks in brain research. Techniques of studying brain functions are presented. The neuroscience of cognitive planning and decision making is dealt with. In addition, a number of assessment tools are also introduced. The role of emotion and the neuroscience of self-regulation is a special feature of the course. More importantly, the neuroscience of transformational leadership forms an essential component. In addition, neuroscience of collaboration, facilitation of sustainable change and psychological capital (efficacy, hope, optimism and resiliency) are dealt with. In sum, the contents are chosen with a view to generating a brain-friendly work place.

Learning Outcomes :

At the end of the course students will :

- Be able to appreciate the value of studying brain functions in the context of leadership.
- Be able to use and interpret neuroscience-relevant psychometric tests
- Be able to enhance competence along the line suggested by neuro-scientific readings
- Be able to be a part of brain friendly workplace.