

Leadership and Change Management



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Traits, Styles, Skills, Behaviors, Vision, Inspiration and Momentum of Leadership-
International Framework for Analyzing Leadership-Personality Types and Leadership-
Five Factor Model of Personality-Leadership Perspectives on Cultural Values, Social
Responsibility and Organizational Performance-Current Issues in Leadership-
Contemporary Leadership Styles.

Unit-II: Leadership Development Programs and Models

Characteristics, Types and Evaluation of Leadership Development Efforts-Trait,
Behavior, Power Influence, Situational and Integrative Approaches to Leadership-Causal
and Normative Models-Leader-Member Exchange Theory-LPC Model-VIM of
Self-Leadership-Perspectives on Change:

Contingency, Resource Dependence, Population Ecology, and Institutional.

Unit-III: Strategic Change Process

Hopson's Change Curve-Virginia Satir Change Model-Noer's Redundancy Intervention
Model-Change Path Diagnostics-Reactive and Proactive Change Path-Nabisco's
Renewal Path-Diagnostic Models for Organizational Change-Methods for Dealing with
Resistance to Change-Enablers and Barriers to Change-Model of Cognitive, Effective,
and Behavioral Responses to Change-Five Stages of Planned Change.

Unit-IV: Initiating Change

Weinberg's Change Process, Triggers, Drivers and Tracers of Change-Leavitt Model-Change Mapping, Change Spectrum, Gestalt Change Cycle-Tropics Test, Behavioral, Cognitive, Psycho-Dynamic and Humanistic Approaches to Change, Beckhard's Change Formula-Buchanon and Mc Calman's Model of Perpetual Transition Management-Types of Individual, Group and Organizational Change, Organizational Change Matrix.

Unit-V: Methods and Models for Change Management

Warfield 6-3-5 Method-Rosemary Stewart's Model-Tony Buzan's Mind Maps-Edward de Bono's Six Thinking Hats-Johari window-Nadler and Tushman's Congruence Model-Scenario Analysis-Powerinterest Matrix-Kotter's 8-Step Change Model-Pendlebury, Nadler, Kanter and Taffinder's Planned Change Models, Dunphy Contingency Model of Change.

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