

Irkutsk National Research Technical University

Baikal Institute of BRICS

Master English-taught program

BUSINESS ADMINISTRATION

Theory of organization and organizational behavior

Lecturer



Stepan Bykov

Head of the Bachelor' s program "Sustainable innovative economics" , Associate Professor of the Baikal Institute of BRICS at Irkutsk National Research Technical University

EDUCATION

PhD in Finance (2005-2009)

Master of Law (honors, 2011-2013)

Specialist in Finance (honors, 2000-2005)

Specialist in Law (honors, 1999-2004)

RESEARCH FIELDS

Fiscal federalism, Tax expenditures, Public Finances, Institutional Economics, International taxation and International Tax law

Course prerequisite

You shall know basics of
Management course and be
fluent in English



Leadership is a very hands on challenge

How can this course help you to develop your leadership competences **in international context**?

1. The course can help **PREPARE** you for the **INTERNATIONAL LEADERSHIP CHALLENGES**

Louis Pasteur's: "Fortune favors the prepared mind."
In that sense, the course could help prepare your mind

Leadership is a very hands on challenge

How can this course help you to develop your leadership competences **in international context**?

2. The course can **SUMMARIZE AND REFLECT** your **INTERNATIONAL LEADERSHIP EXPERIENCES** (if you have any)

Socrates: "Unreflected life is not worth living"

In that sense, this course can help you reflect on your professional experiences and help you order that experience

Leadership is a very hands on challenge

How can this course help you to develop your leadership competences in international context?

1. The course can help **PREPARE** you for the **INTERNATIONAL LEADERSHIP CHALLENGES**

Louis Pasteur's: "Fortune favors the prepared mind."
In that sense, the course could help prepare your mind



A framework of course captures four sets of dialectical tensions

Pretty much **ALL LEADERS** have to balance:

- **SUPPORT** and **CHALLENGE** the followers: effective leaders support their followers but also challenge them to grow beyond their comfort zone
- Be **STRATEGIC** and look **INTO DETAILS**
- At the same time **INTERNATIONAL LEADERS** have to balance:
 - **GLOBAL** and **LOCAL** issues
 - **THEORY** and **PRACTICE** in the international field (so we will have many video inclusions with practitioners).

Course structure and class infrastructure

- Volume of the course – 3 credits (108 Hours)
- 26 hours of classroom work (classroom with the laptop and projector)
- 46 hours of self-study
- 36 hours to prepare for and to pass the exam



Topics

- Week 1 - **International perspective on leadership**, common traps & challenges, and opportunities of intercultural leadership.
- Week 2 - **Navigating Culture**. Impact of cultural differences on organizations, decoding culture, culture classifications and stereotyping, developing intercultural intelligence.



Topics

- Week 3 - **Communication**. Communication and its impact on leadership identity and relationships, managing communication to improve decision making, steps for developing your intercultural communication skills.
- Week 4 - **Motivation**. Views on individual motivation, cultural differences in motivation, developing motivation and commitment in teams.



Topics

- Week 5 – **Networking and teambuilding**. Patterns of interpersonal relationships in/across organizations, strategically developing social networks and social capital, norms for networking across cultures; team diversity, team processes, and team outcomes.
- Week 6 - **Conflict**. Effective / defective conflict management approaches, dealing with ethical dilemmas.

How to pass this course?

Pass the required number of graded assignments listed above:

- Working at the class – 40 points
- Home tasks – 40 points
- The “young researcher” task (to find a topic in the field between this Course and your research topic and make a short literature review + brief public speech about its outcomes on the last lecture) - 20 points
- 41 points is enough to pass this course

The literature list

Robbins S. P. Organizational behavior.

9th ed./ S. P. Robbins. - New Jersey: Prentice Hall, 2016. -642 p.

Ivancevich J. M., Matteson M. T. Organizational Behavior and Management.

2-d edition. - Boston: IRWIN, 2017. -676 p.

Diagnosing and Changing Organizational Culture.

Diagnosing and Changing Organizational Culture. 2014. 673 p.

Managing Personal and Organizational Change: with Total Quality Management.

Managing Personal and Organizational Change: with Total Quality Management. 2014. 246 p.

Organizational behavior.

рек. М-вом образования РФ. учебник. Organizational behavior. 8-е изд./ Дж. Шермерорн, Дж. Хант, Р. Осборн. - СПб.: Питер, 2004. - 636 p.

Additional resources

Google Scholar

<http://scholar.google.com>

Microsoft Academic Research

<http://academic.research.microsoft.com>

Directory of Open Access Journals

<http://www.doaj.org>

ScienceDirect

<http://www.sciencedirect.com>

Research Papers in Economics (RePEc)

<http://repec.org/>

Contacts

Baikal Institute of BRICS

664074, Irkutsk, Lermontov street № 83,

E-mail: admission@istu.edu

Phone: +7(3952) 40-52-15

Stepan Bykov (lecturer)

E-mail: bstepan@yandex.ru

[linkedin.com/in/BykovStepan](https://www.linkedin.com/in/BykovStepan)

Phone: +79021760897