



## I. INFORMACIÓN GENERAL

<b>CURSO</b>	:	Liderazgo
<b>CÓDIGO</b>	:	GE89
<b>CICLO</b>	:	201601
<b>PROFESOR (ES)</b>	:	<b>Castro Bazan, Maria Laura</b>
<b>CRÉDITOS</b>	:	3
<b>SEMANAS</b>	:	16
<b>HORAS</b>	:	3 H (Teoría) Semanal
<b>ÁREA O CARRERA</b>	:	Ingeniería de Gestion Empresarial

## II. MISIÓN Y VISIÓN DE LA UPC

Misión: Formar líderes íntegros e innovadores con visión global para que transformen el Perú.

Visión: Ser líder en la educación superior por su excelencia académica y su capacidad de innovación.

## III. INTRODUCCIÓN

The course is an elective of specialization, It is to direct at students of 10th level, that seeks to develop the specific ABET competence (k) An ability to use techniques , skill , and modern engineering tolos necessary for engineering practice

The business situation in the world where most organizations, communities and societies face enormous pressures to adapt to the increasingly frequent environmental changes, the practice of leadership is fundamental. Leadership, management, authority, power, influence, hierarchy, followers are all concepts used for a long time, however the correct practical application of each of them has been changing over time, as organizations have evolved and adapted to the demanding and sometimes violent changes in the environment. Companies that are unable to lead their business units surpassing the great changes, as disruptive technologies, will be forgotten becoming obsolete.

This course provides a foundation for diagnostic changes, as well as practical tools for leadership. Designed for students in the Business Management Engineering and Mining Engineering careers, the course is to increase the capacity to lead with and without authority from any political or organizational position

## IV. LOGRO (S) DEL CURSO

After completing the course the student of Leadership will be able to apply diagnostic tools for the analysis of the complexity of the changes in social systems and strategies. These action strategies include: use of authority and power with wisdom, emotional intelligence, confidence-building, to assertive communication, conflict management and building a culture of long-term resilience. In addition, we started to explore the challenge of personally manage the inevitable tensions and dangers of leadership.

## V. UNIDADES DE APRENDIZAJE

## **UNIDAD N°: 1 INTRODUCTION TO LEADERSHIP**

### **LOGRO**

The student identifies the main concepts of leadership, such as the characteristics, types and styles of leadership, which are used in different companies and in different industries

### **TEMARIO**

Session 1: Introduction to leadership

- ¿ Concepts of leadership
- ¿ Features of a leader
- ¿ Types of Power

Session 2: Leadership Types and Styles

- ¿ Leadership Styles
- ¿ Types of leadership
- ¿ Types of power
- ¿ Critical Analysis: Invictus Movie

### **HORA(S) / SEMANA(S)**

Weeks 1 y 2

## **UNIDAD N°: 2 INTELIGENCIA EMOCIONAL**

### **LOGRO**

Students will learn the concepts of emotional intelligence and identifies tools for application of emotional intelligence in the business world.

### **TEMARIO**

Session 3: Concepts of Emotional Intelligence

- ¿ Definition of Emotional Intelligence
- ¿ Goleman.
- ¿ Key Concepts of Emotional Intelligence

Session 4: Emotional Intelligence Tools

- ¿ Analysis of the results: Test emotional intelligence
- ¿ Critical analysis: book "7 Habits of Highly Effective People" S. Covey

### **HORA(S) / SEMANA(S)**

Weeks 3 y 4

## **UNIDAD N°: 3 INTRAPERSONAL SKILLS**

### **LOGRO**

The student will know the main tools to develop their personal skills and develop a life plan

### **TEMARIO**

Session 5: The Power of Attitude

- ¿ Positive thinking and the power of the mind.
- ¿ Achievement orientation
- ¿ Critical analysis: the book "Who Moved My Cheese?"

Session 6: Motivation

- ¿ Motivation
- ¿ Motivation concepts
- ¿ Theory of Extrinsic, Intrinsic and Transcendent
- ¿ Critical analysis: book ¿El monje que vendió su ferrari¿

Session 7: Intrapersonal Tools

- ¿ Personal SWOT
- ¿ Life Plan
- ¿ Personal Development Plan

**HORA(S) / SEMANA(S)**

Weeks 5 - 8

**UNIDAD N°: 4 INTREPERSONAL SKILLS**

**LOGRO**

The student will know the main tools to develop their interpersonal skills and professional skills

**TEMARIO**

Session 9: Communication

- ¿ Definition Communication
- ¿ The importance of the proper use of the media
- ¿ Differences in intercultural business communication.

Session 10: Teamwork

- ¿ Definition of teamwork and the difference in groups and teams.
- ¿ Development work in groups and teams

Session 11: Conflict Management

- ¿ Manage constructive conflict
- ¿ Stages of conflict
- ¿ Tools to detect possible conflicts

Session 12: Negotiation

- ¿ Manage MAAN in negotiations.
- ¿ Development of role-play trading

Session 13: Evaluation and Feedback

- ¿ Types of team assessment
- ¿ Continuous feedback of the team
- ¿ Analysis of the results: Personal Competency Test.

**HORA(S) / SEMANA(S)**

Weeks 9 -13

## UNIDAD N°: 5 RESILIENCE TO CHANGE

### LOGRO

Students will learn the concepts and basic tools for building capacity to adapt to change as the management of the company's leader.

### TEMARIO

Session 14: Change management

¿ Diagnosis of the changing environment

¿ Leadership Strategies to address changes successfully

Session 15: Developing the capacity to adapt to change

¿ Construction of companies able to adapt quickly to changes

### HORA(S) / SEMANA(S)

Weeks 14 - 16

## VI. METODOLOGÍA

The course is developed using an active and applicative methodology. Readings, Movies and cases will be analyzed. Field work will be carried out in a control environment where students' participation is extremely important.

At the end of the class it is expected that the student has a clear understanding of how leadership is more important for any organization.

The class combines lecture and discussion focused on critical thinking regarding assigned topics. Advanced preparation is essential for effective class participation and active role for each student is requested

## VII. EVALUACIÓN

### FÓRMULA

$$15\% (TA1) + 15\% (TA2) + 15\% (TA3) + 15\% (TF1) + 20\% (EB1) + 20\% (EA1)$$

TIPO DE NOTA	PESO %
TA - TAREAS ACADÉMICAS	15
TA - TAREAS ACADÉMICAS	15
TA - TAREAS ACADÉMICAS	15
TF - TRABAJO FINAL	15
EB - EVALUACIÓN FINAL	20
EA - EVALUACIÓN PARCIAL	20

## VIII. CRONOGRAMA

TIPO DE PRUEBA	DESCRIPCIÓN NOTA	NÚM. DE PRUEBA	FECHA	OBSERVACIÓN	RECUPERABLE
TA	TAREAS ACADÉMICAS	1	WEEK 4	Unit 1, Group activity.	NO
TA	TAREAS ACADÉMICAS	2	WEEK 6	Unit 2. Group activity.	NO
TA	TAREAS ACADÉMICAS	3	WEEK 10	Unit 3, Group activity	NO
TF	TRABAJO FINAL	1	WEEK 15	Unit 4, Group activity	NO
EB	EVALUACIÓN FINAL	1	WEEK 16	Unit 4- 6, individual activity	SÍ
EA	EVALUACIÓN PARCIAL	1	WEEK 8	Unit 1 - 3, individual activity	SÍ

## IX. BIBLIOGRAFÍA DEL CURSO

### BÁSICA

**COVEY, Stephen R** (2011) Los 7 hábitos de la gente altamente efectiva : lecciones magistrales sobre el cambio personal. Barcelona : Paidós.

(658.314 COVE/S)

**FISCHMAN, David** (2010) El líder transformador. Lima : Extramuros : UPC.

(658.4092 FISC/L 2010)

**FISCHMAN, David,** (2011) El líder interior. Lima : Extramuros : UPC, Fondo Editorial.

(658.4092 FISC/I 2011)

**GOLEMAN, Daniel Mayor, Carlos,** (2013) Liderazgo : el poder de la inteligencia emocional. Barcelona : Ediciones B.

(152.4 GOLE/L)

**HILL, Charles W. L. Jones, Gareth R.** (2011) Administración estratégica un enfoque integral. México, D.F. : Cengage Learning.

(658.4012 HILL/E 2011)

**JOHNSON, Spencer Pomares, José M.** (2000) Quién se ha llevado mi queso? : una manera sorprendente de afrontar el cambio en el trabajo y en la vida privada. Barcelona : Urano.

(658.406 JOHN)

**LEWICKI Roy J. Saunders, David M. y BARRY, Bruce** (2012) Fundamentos de negociación. México, D.F. : McGraw-Hill Interamericana.

(658.4052 LEWI 2012)

### PERÚ. MINISTERIO DE INDUSTRIA, Comercio, Turismo, Integración y Negociaciones

**Internacionales** (1998) Conocimiento y liderazgo empresarial. Lima : Perú. MITINCI.

(VID 658 MITI)

**RECOMENDADA**

**(No necesariamente disponible en el Centro de Información)**

**LUSSIER, Robert N.Achua, Christopher F.** (2011) Liderazgo : teoría, aplicación, desarrollo de habilidades. México, D.F. : Cengage Learning.  
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