The Hebrew University of Jerusalem

Syllabus

Leadership and organization management - 3707

Last update 06-03-2025

HU Credits: 2

Degree/Cycle: 2nd degree (Master)

Responsible Department: Non profit Management and Leadership

Academic year: 0

Semester: 2nd Semester

Teaching Languages: Hebrew

Campus: Mt. Scopus

Course/Module Coordinator: Lilach Dora

Coordinator Email: lilach@doralilach.com

Coordinator Office Hours:

Teaching Staff:

Ms. lilach Dora

Course/Module description:
  The course deals with leadership and management in organizations, especially non-profit organizations/ social organizations/ social service providers. In the course, we will deal with thee will deal with the definition of leadership and the distinction between it and management. The characteristics of constructive and adaptive leadership and the management of complex systems including complex problem-solving and trust-based leadership.Management methods and dealing with managing people and organizational politics

Course/Module aims:
  1. Development of thinking processes, perception, and work skills as managers and leaders of non-profit organizations 2. Development of the ability to manage complex tensions in leading social systems and solving social problems.

Learning outcomes - On successful completion of this module, students should be able to:
  1. The students will apply management methods adapted to the professional management of a non-profit and will apply systemic thinking in solving complex problems.
2. The students will solve complex problems while distinguishing between leadership and management and using models of adaptive leadership, systems thinking, and Peter Sanji's iceberg model.
3. The students will deal professionally with stress management in social management.
4. The students will develop stress management skills relevant to managing a non-profit organization

Attendance requirements(%):
  80

Teaching arrangement and method of instruction: Interactive lectures, simulations, and case studies

Course/Module Content:
  The Topics are:
1. Professional management (two lessons)
2. What is leadership and adaptive leadership, constructive and destructive leadership, (three lessons)

3. Human management and tensions in human management (two lessons)
4. Social organization structure and its impact on management - (one lesson)
5. Organizational politics (one lesson)
6. Systems thinking (two lessons)
7 Trust-based management, (one lesson)
8. Learning a behavioral management skill according to the group's choice (difficult conversation with an employee/feedback, etc.)

<u>Required Reading:</u>
• *Sandalwood, D. (2019). Gestalt Psychology: A History of Psychology. The Open University.*
• *Altman, A. (2016). Thinking systemically: approaches to understanding and managing complex systems (Regev-Shoshani, A., editor). modan*
• *Dora, L. (2023). The depth of change: leadership, management and systemic thinking (from the 2nd edition). Transitions Institute.*
• *Drucker, F. (2005). Management challenges in the 21st century. meter.*
• *Harris, T. A. (1980). I'm fine - you're fine. Tammuz*
• *Samuel, J. (1990). Organizations: characteristics, structures, processes. Haifa University.*
• *Samuel, Y. (2010). Organizational Pathology: The Life and Death of Organizations. Haifa University; mind.*
• *Sanji, P. M. (1998). The learning organization (B. Korot, translation). meter.*
• *Omar, H. (2008). The new authority: in the family, in the school,in the community. Modan*
• *Fox, S. (1998). The psychology of resistance to change. Bar-Ilan University.*
• *Ronald. A. Hefetz and Linsky M. (2007) Leadership on the test. Book news.*
Schein, E. H. (2010). Organizational culture and leadership (3rd ed. Vol. 2). John Wiley & Sons.

<u>Additional Reading Material:</u>
The reading materials are mostly books. It is recommended to read all the books. Mandatory instruction will be given on certain chapters in each of the books.

<u>Grading Scheme:</u>
Essay / Project / Final Assignment / Home Exam / Referat 90 %
Attendance / Participation in Field Excursion 10 %

<u>Additional information:</u>