COURSE DESCRIPTION

Course Title	Educational Leadership and Human Resource Development
Course Code	DLADE203
Course Type	Elective
Level	Master
Year / Semester	1st or 2nd year / 2nd or 3rd semester
Instructor's Name	Dr. Manos Pavlakis

ECTS	10	Lectures / week		Laboratories / week	
Course goals	The course Educational Leadership and Human Resources Development has as its main purpose the familiarization of students with the field of leadership, management, guidance, and development of human resources in the special field of Education. The course aims to enable students, as future executives of educational organizations, to develop their administrative and leadership skills, to face challenges, to solve problems, to guide their subordinates, to communicate effectively and to cooperate functionally. Achieving this goal presupposes that students acquire the theoretical knowledge, but also the skills, to better understand themselves and others, thus improving their level of emotional intelligence. Key topics and concerns that develop during the Course are described below: • What is the role of modern leadership in educational organizations? • What are the practices for the most effective approach of people in schools and education and training institutions? • How can challenges and problems that arise in the workplace be addressed in a functional and productive way? • What is the importance of emotional intelligence in the above context? • What can be the evolution and development of the educational organization itself, along with the evolution and development of the people who work in it?				
Learning Outcomes	Upon completion of the course, students are expected to: **Knowledge** - Distinguish between different interpretive approaches that refer to human resource management and leadership in education.				

	- Understand the value of timely planning of human resources for the effectiveness of the educational organization.
	- Recognize the causes that usually lead to conflicts.
	- Understand the importance of emotions in the workplace.
	Skills
	- Utilize practices for job descriptions in conjunction with the employee profile.
	- Form evaluation criteria for the individual performance and the performance of the collaborators in relation to the agreed goals.
	- Identify the benefits of teamwork and win - win strategies and to promote the concept of teamwork in the workplace.
	- Choose the type of communication depending on the importance of the message and the current situation.
	- Manage the personal feelings and emotions of others in order to improve communication, cooperation and efficiency.
	Attitudes
	- Adopt a critical attitude towards the existing assumptions, tendencies and practices in the field of educational leadership.
	- Adopt an active attitude towards dealing with problems and challenges.
	- Acquire a positive attitude towards the concept of conflict management in the educational context.
	- Recognise the value of transforming the educational organization into a learning organization.

Prerequisites	/	Required	/

Course Content	The content of the course includes the following:
	- Theoretical Approaches to Human Resource Management
	- Leadership in Organizations
	- Human Resource Planning
	- Attraction, Selection and Reception of Staff
	- Emotional Intelligence
	- Team Dynamics
	- Communication in Organizations

	- Conflict management
	- Personnel training
	- Staff Guidance and Development
	- Staff evaluation
	- Change Management in Educational Organizations
	- The educational organization, as a Learning Organization
Teaching Methodology	The course is taught entirely online through the Moodle online platform. Teleconferencing, participation in online discussion groups, work in groups, study of texts, assignments.
Bibliography	The course will use a variety of Greek and English bibliographic sources such as books, articles, websites, videos and tutorials. For more information see the detailed study guide of the course.
Assessment	• 3 Weekly Educational Activities (15 %) • Assignment 1 (written, group) (15 %) • Assignment 2 (written, individual) (20 %) • Final Exam (50 %)
Language	English / Greek