

Name	Leadership and Decision Making
Component modules	
Scientific-disciplinary sector	ECON-08/A
Year of course and semester of provision	2 nd year, 1 st semester
Teaching language	English
Didactic load in university formative credits	8
Number of hours of total assisted teaching activities divided between DD and ID	Delivered Didactic: 48 Interactive Didactic: 8
Lecturer	Course Coordinator: Elena Francesca Tosca Lecturers: Elena Francesca Tosca (part 1: Problem solving Model, the role of perception in the decision-making process, Systems Thinking for better understanding and better decisions) Vittorio D'Amato (part 2: difference between management and leadership, the competencies of effective leaders, resonant & servant leadership)
Specific learning outcomes	Acquire an in-depth understanding of the tools and models used to address problem solving through a rational and structured approach, as well as the competencies required to effectively manage both individual collaborators and members of a work team. Through this, students will gain an understanding of the key stages involved in solving complex problems and the skills necessary to enable team members to perform at their best. Students will therefore be able to apply the main problem-solving tools and models. They will also be able to distinguish the competencies that differentiate a manager from a leader and understand how to transform a group of individuals into a high-performing team. In terms of independent judgment, students will develop the ability to critically analyze different types of problems and identify the competencies required to work effectively within a team. In particular, they will be able to independently evaluate and select appropriate problem-solving models and determine the leadership and management competencies needed to maximize individual and team performance. More specifically, students will be able to recognize different types of problems, select the most appropriate models for their resolution, and effectively manage a work team.
Program	Part 1: Problem Solving & Decision Making The problem-solving model: identifying the problem, defining the problem, identifying its root causes, generating alternative solutions, selecting the most appropriate solution, and developing an action plan. The role of mental models in the problem-solving process. The discipline of systems thinking: developing a systemic perspective on complex situations. Part 2: Team Leadership The distinction between management and leadership. The leadership journey: from followership to Servant Leadership and Sustainable Leadership. The competencies of effective leaders. Leaders as systems thinkers.
Types of didactic activities and relative methods of carrying them out	The course is delivered through lectures. The teaching methodology integrates theoretical content with practical exercises and case studies to ensure a thorough understanding of problem-solving approaches and the competencies required for the effective leadership and management approach.
Learning evaluation methods and criteria	The assessment consists of a written examination lasting approximately one hour and comprising approximately three questions. More specifically: Some questions are theoretical in nature and are designed to assess students' understanding of the concepts and topics covered during the course. Other questions are more application-oriented and are intended to evaluate students' ability to analyze, interpret, and propose appropriate solutions for the implementation of an effective problem-solving process.



	The overall assessment also takes into account students' ability to communicate their knowledge and apply the models covered in the course clearly, accurately, and using appropriate technical terminology.
Criteria for measuring learning and assigning the final grade	Student performance is assessed through a final grade expressed on the Italian 30-point grading scale. To obtain a passing grade (18/30 or higher), students must demonstrate a satisfactory understanding of the course topics. To achieve a grade of 22/30 or higher, students must demonstrate a good knowledge of all the topics covered in the course and the ability to discuss and analyze problem-solving cases. To achieve a grade of 27/30 or higher, students must demonstrate an excellent understanding of all the course topics, the ability to integrate them in a logical and coherent manner, and the capacity to analyze and evaluate examples of problem solving and systems thinking.
Prerequisites	No prerequisite courses are required.
Didactic material used and recommended didactic material	D'Amato Vitorio, Management innovation roadmap, EGEA 2015 Lecture slides prepared by the instructors and other course materials uploaded to the online learning platform.