UNIVERSIDADE LUSÍADA
LISBOA

Course Unit Program
Leadership, Coaching and Negotiation

Academic Year 2024/2025

1. Organic Unit

Faculty of Business and Economic Sciences

2. Course

HUMAN RESOURCE MANAGEMENT AND ORGANIZATIONAL ANALYSIS

3. Cycle

2nd

4. Course Unit

Leadership, Coaching and Negotiation (N3106)

5. Scientific Area

6. Curricular Year

1st

7. Type of Curricular Unit / Semester

2nd Semester

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8. Class type and workload (work time)

Practical classes:	0,00
Theoretical-Practical Classes	15,00
Tutorial Guidance:	20,00

9. ECTS Credits

7,50

10. Scientific Area Coordinator

11. Regent

Prof. Doutor MÁRIO ALEXANDRE GUERREIRO ANTÃO

12. Assistants

13. Teaching Language

Portuguese

14. General Objectives

Review the theoretical frameworks for the study of leadership, coaching and negotiation;
Reflect on the challenges of leadership today, studying the trends and requirements of new leaders;
Analyse coaching as a relevant element in managerial performance;
Evaluate the methodologies underlying the preparation and conduct of negotiations;
Prepare master's students for the research process underlying the preparation of the dissertation and the respective project.

15. Specific Objectives

Use the guidelines of leadership frameworks to design career, selection, training and research projects in the field of leadership;
Identify trends in the study of leadership;
Recognise the interrelationship between organisational culture and leadership and the leadership behaviours that create value in different organisational contexts;
Recognise the factors that influence team effectiveness. Identify the various types of negotiation.

16. Skills to be acquired

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Be able to:
Identify the profile of a leader
Define the most appropriate leadership profile in specific situations
Identify the profile of followers and their expectations

Participate in the selection, training and development of leaders;
Carry out a written and oral reflection on trends in leadership research and on the challenges faced by leaders in today's organisational contexts;
Participate in negotiation processes.

17. Teaching Methodology

Theoretical-practical classes encourage debate on the topics covered, using the active participation of the students.
In tutorial classes, group dynamics and exercises are carried out, videos are viewed and discussed.
The student's proactive ability to search for information from various sources is emphasised. Texts are also presented on thematic areas of the program, which are the result of the work carried out by the students.

18. Course Unit Program

1. leadership: concept and main approaches.
2. New leadership theories;
3. Leadership profiles and styles;
4. Leadership in family businesses;
5. Body expression as a relevant element of leadership;
6. Coaching, concept and process;
7. Coaching as a determining factor in improving business performance;
8. Negotiation: concept and main approaches;
9. The negotiation process;
10. Negotiation techniques.

19. Assessment Methods

Knowledge assessment test (40%);
Group work, corresponding to writing a working paper on a topic related to the subject (40%);
Group work discussion (20%).

20. Didactic Resources

Slides, analysis and discussion of videos, news and articles; case studies and group dynamics.

21. Sustainability Objectives

Serão prosseguidos objetivos de educação de qualidade, procurar-se-á contribuir para a redução de desigualdades, igualdade de género e melhoria do desempenho das indústrias, da inovação e das infraestruturas. Ter-se-ão em conta os restantes pilares dos objetivos da sustentabilidade.

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22. Keywords

Leadership,
Decision,
Effectiveness,
Coaching,
Negotiation.

23. Main Bibliography

Author(s): Northouse, P.
Title: Leadership: Theory and Practice
Edition: 7ª Year: 2016
Local:
Publisher: Sage Publications

Author(s): Bennis, W.
Title: A Essência do Líder ? O Grande Clássico da Liderança
Edition: 1 Year: 2010
Local:
Publisher: Elsevier

Author(s): Shell, R. G.
Title: Bargaining for Advantage: Negotiation Strategies for Reasonable People
Edition: 2ª Year: 2018
Local: New York
Publisher: Penguin Books

24. Complementary Bibliography

Author(s): Hunter, J. C.
Title: O Monge e o Executivo
Edition: 1 Year: 2014
Local:
Publisher: Marcador

Author(s): Cameron, K,
Title: Positive Leadership: strategies for extraordinary performance
Edition: 2 Year: 2012
Local:
Publisher: Berrett-Koehler Publishers

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Ficha técnica MIP / MIP Datasheet	
Título / Title	Course Unit Program 'LIDERANÇA, COACHING E NEGOCIAÇÃO': Academic Year 2024/2025
Autor / Author	Prof. Doutor MÁRIO ALEXANDRE GUERREIRO ANTÃO
Classificação / Classification	-
Descritores / Descriptors	-
Colaborador(es) / Colaborator(s)	-
Data Hora / Date Time	
Formato de dados / Data Format	Texto / Text, PDF
Estatuto de utilização / Usage	Acesso público / Public Access
Relação / Relation	Version 1,0

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