

| Module 4 Organisation, Leadership and Economics of Security Management I | | | |
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| Workload | ECTS-Credits | Semester | Length of Module |
| 120 hours (41 hours class contact time, 79 hours self study time) | 4 | 1 st semester | 1 semester |
| Responsible academic | | | |
| Prof. Dr. Birgitta Sticher | | | |

| Structure of the Module | | |
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| No. | Section | Class Contact Time |
| 1 | Organisation | 1,5 SWS |
| 2 | Leadership in an International Context | 1,5 SWS |
| Module Description | | |
| <p>An organisation must handle an ever-changing set of risks and security problems, both on a day-to-day basis and in its strategic planning. The way in which these are managed depends on the type of organisation, the organisational structures and processes, and the conditions for management and leadership embedded in the context of society in times of globalisation.</p> <p>Section 1 of this module treats the nature and dynamics of an organisation, focusing especially on the culture of an organization to guarantee the successful realisation of safety and security-management.</p> <p>Section 2 focuses on the personality of a leader, trying to understand the interaction forces between leadership and the organisational structures.</p> | | |
| Module Aims | | |
| <p>Section 1 aims to:</p> <ul style="list-style-type: none"> • develop an analytic understanding of the nature and dynamics of organisations, • enhance the understanding of the importance of human factors for realising safety and security standards in an organization • strengthen skills to develop measures to build a safety-culture. <p>Section 2 aims to:</p> <ul style="list-style-type: none"> • develop a critical and analytic understanding of leadership, the importance of personality of a leader but also of the interaction between the leadership and organisational structure • strengthen the skills to create a plan and implement change management. | | |
| Learning Outcomes/Competences/Skills | | |
| <p>By the end of this module, students will be able to:</p> <ul style="list-style-type: none"> • analyse the structures of different organisations | | |

- develop a plan and concrete measures to prevent human errors in an organization
- be aware of the importance of personality of a leader, but also to understand the interaction between the type of organisation and characteristics of a leader to produce “positive” effects
- develop the theoretical background to gain practical application.

Content

Section 1: Organisation

- Nature and dynamics of an organisation
 - Classical organisational theory and recent research
 - Different types of organisations and organisational structures
 - Impact of society on organisational culture
- Safety-culture
 - Human factors / prevention of human errors
 - High-reliability organisation
 - Occupational health and safety management
 - Awareness-management

Section 2: Leadership in an International Context

- (new) Theories of leadership – what makes a good leader?
- Leadership failures and their impact in the security sector
 - Toxic leadership (personality and mental disorder)
- Leadership and organisational structures: change management (and dealing with resistance to change)

Prerequisites for attending

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Teaching Language

English

Examination

Presentation and term paper [Präsentation mit schriftlicher Ausarbeitung]

Relevance of the Examination for the final Scale

7,0 %