




LEADERSHIP

LESSON 01

Hochschule Bochum
– A self-study course –
Prof. Dr. Heinz Siebenbrock
Winter 2020/21



General Information

Please do not print these slides on paper for environmental reasons!

Please make sure you are working with an up-to-date version of this underlay: check the date in the footer.

At the end of the semester, the content of this course will be checked with the help of a module exam (120 minutes).

Similar to this document, the exam of this course consists mainly of multiple choice questions.

Concept of this lecture -1-

For this course you need the book “How to Stop Ruling and Start Leading – A Guide to Fair Management“, Tectum (Baden-Baden) 2021.

Before you start working on a lesson, read the text in the book carefully.

Each lesson begins with supplementary material for further study. This can be text, illustrations, videos or audio files. If these materials are not marked "optional", they are relevant for the exam.

After the consolidation, you will begin to answer the questions. Each question is followed by a slide with the respective solution.

A question is only considered to have been answered correctly, and this also applies to the exam, if all check marks are placed correctly.

Concept of this lecture -2-

Always read the text in the book first and study the supplementary material before answering the questions in this slide collection! It is important that you learn by content and not by pattern!

It does not make sense at all to learn with the questions alone. Questions are only used to determine where you stand. You can only learn with the text and with the materials. After all, working out content is knowledge acquisition, while working through questions serves to test knowledge.

Whoever tries to solve the questions without preparation, misses the opportunity of a real assessment of the situation! Therefore my very urgent request: first read the text in the book, then look through the supplementary materials and finally answer the questions.

In this way you will be well prepared for the exam, which consists of deviating questions.

Lesson 01:

1. Dedicated employees?

Please have a look at the following videos:

- Employee Engagement | Gallup Engagement Survey (US Market 2016)
(<https://www.youtube.com/watch?v=g9HjuA1JF18>) 8:52
- Simon Sinek: Most Leaders Don't Even Know the Game They're In
(<https://www.youtube.com/watch?v=RyTQ5-SQYTo>) 35:08

Lesson 01:

1. Dedicated employees?

1. What is the result of the GALLUP-Study (US 2016)?
 - a. 16% of employees are underpaid.
 - b. 51% of employees are not engaged and haven't been for quite some time.
 - c. 16% of employees are actively disengaged, undermining the organization.
 - d. 67% of employees look forward to work.
 - e. 33% of employees are engaged in their work and workplace.

Lesson 01:

1. Dedicated employees?

1. What is the result of the GALLUP-Study (US 2016)?

- a. ~~16% of employees are underpaid.~~
- b. **51% of employees are not engaged and haven't been for quite some time.**
- c. **16% of employees are actively disengaged, undermining the organization.**
- d. ~~67% of employees look forward to work.~~
- e. **33% of employees are engaged in their work and workplace.**

Lesson 01:

1. Dedicated employees?

2. According to Simon Sinek, great leaders should have two things:

- a. Empathy
- b. Sympathy
- c. Perspective
- d. Strenght
- e. Knowledge

Lesson 01:

1. Dedicated employees?

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Lesson 01:

1. Dedicated employees?

3. Simon Sinek says: „The real job of a leader is not about being in charge, it's about taking care of those in our charge.” What does it mean?

- a. Do not hesitate to punish your employee for mistakes..
- b. When everything goes right, you have to give away all the credit.
- c. Praise your employees even when there is no reason for it.
- d. When everything goes wrong, you have to take all the responsibility.
- e. Make sure that your employees respect your status.

Lesson 01:

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Lesson 01:

1. Dedicated employees?

4. What, according to Simon Sinek, is the young generation's (Y and Z) biggest problem?

A lack of

- a. Education.
- b. Self esteem.
- c. Courage.
- d. Responsibility.
- e. Understanding.

Lesson 01:

1. Dedicated employees?

4. What, according to Simon Sinek, is the young generation's (Y and Z) biggest problem?

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Lesson 01:

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5. How can a manager easily destroy trust and cooperation?
 - a. Presentation of the balance sheet.
 - b. Spreading rumours of lay-offs.
 - c. Recruitment of staff from distant countries.
 - d. Changing his religion.
 - e. Marrying a new partner.

Lesson 01:

1. Dedicated employees?

5. How can a manager easily destroy trust and cooperation?

- a. — Presentation of the balance sheet.
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- c. — Recruitment of staff from distant countries.
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Lesson 01:

1. Dedicated employees?

6. Which management theory does Simon Sinek consider outdated?

- a. Agility.
- b. Business Knowledge Management.
- c. Stakeholder Value Concept.
- d. Shareholder Value Concept.
- e. Behavioural Theory of Management.

Lesson 01:

1. Dedicated employees?

6. Which management theory does Simon Sinek consider outdated?

- a. ~~Agility.~~
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- c. ~~Stakeholder Value Concept.~~
- d. Shareholder Value Concept.**
- e. ~~Behavioural Theory of Management.~~

Lesson 01:

1. Dedicated employees?

7. Engaged Workers

- a. earn more money.
- b. care more about their products and services.
- c. are more mindful of their surroundings.
- d. increase their productivity.
- e. move up in the hierarchy.

Lesson 01:

1. Dedicated employees?

7. Engaged Workers

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Lesson 01:

1. Dedicated employees?

8. With the „Concept of Fair Leadership“

- a. all evil managers should be reached.
- b. managers of all ages should be reached.
- c. managers who have led without reflection should be reached.
- d. especially female managers are to be reached.
- e. especially male managers are to be reached.

Lesson 01:

1. Dedicated employees?

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b. managers of all ages should be reached.

c. managers who have led without reflection should be reached.

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9. Leadership is in particular a question of

- a. Knowledge.
- b. Experience.
- c. Education.
- d. Attitude.
- e. Training.

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Lesson 01:

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10. The „Concept of Fair Leadership“

- a. a reference book for a professional audience.
- b. a non-fiction book.
- c. a textbook for students.
- d. an autobiography.
- e. a novel.

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