



Non-Common Module Leadership, Motivation and Influence Module Description

Implementation Group

Doc.: IG/ Date : Origin: IMLA

Country	Institution	Non-Common Module	
PL	MULF	Leadership, Motivation and Influence	2.0

	Minimum Qualifications for Lecturers		
Service ALL	•	Pedagogical, psychological, or sociological education or completed one of the social communication courses: coaching, mentoring, human resources management or business psychology.	
	•	On-the-job experience of leading/commanding/managing various groups of people.	
	•	Experience as a personal skills trainer.	
Language English	•	Has knowledge of "soft" competencies such as openness, establishes contact with people with considerable ease, focuses on the client, and solves their problems.	
Liigiisii	•	Has the ability to communicate knowledge in a compelling and reliable manner.	
	•	English: Common European Framework of Reference for Languages (CEFR) Level C1 or NATO STANAG 6001 Level 3 (SLP 3333).	

Prerequisites for International Participants

- Language skills: NATO STANAG 6001 Level 2 (SLP 2222) or CEFR B1
- Ability to work in a team.

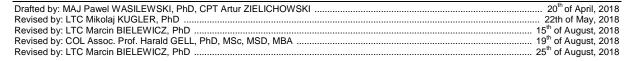
Goals of the Module

- Motivation to act in a team.
- Inner resources in the area of motivation.
- Mechanisms that motivate people to act.
- Effective motivation of a team/group of people.
- Motivational mechanisms while building authority and team's morale

mes	Know- ledge	• •	Knows the mechanisms that shape motivation.Knows the methods and tools for motivating and building authority.	
Learning Outcomes	Skills	•	Is able to apply motivational methods and tools. Is able to effectively communicate and manage information in the process of motivating and building authority. Is able to interpret the basic concepts related to shaping motivation. Is able to effectively cooperate in a group/team.	
	Compe- tencies	•	Understands the importance of the critical analysis of motivating and demotivating factors. Understands the ongoing motivational processes. Understands basic competencies in the field of human resource management.	

Verification of Learning Outcomes

- **Test**: Theoretical part of the Module can be conducted via the e-learning which includes selfevaluations after each lesson, and final test verifying learned knowledge.
- **Self-assessment**: Before and after the workshop participants make a self-assessment using provided participant's self-assessment forms.
- Observation: Throughout the workshop participants take an active part in individual and collective
 exercises during which they are assessed by the lecturer in relation to their use of the knowledge and
 skills acquired during the workshop.









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Module Details			
Main Topic	Recom- mended WH	Details	
Leadership, Motivation and Influence	4	 Introduction to motivation. Theories of motivation and their practical application. Individual motivation. 	Influence of a commander's self-motivation on subordinates. (can be conducted via e-Learning).
Self- knowledge and self- awareness	8 (W)	Self-Portrait.How to say "ME"; "My resources".A defect becomes an advantage.	 Building self-confidence. My three characteristics beginning with the first letter of my name.
Constructing people	4 (W)	Social perception.	Personification and its distortion.
Social attitude and its change	4 (W)	A sense of group membership.	Voluntary changes.
Motivational mechanisms of influence on behaviour	8 (W)	 Facilitation and social idleness. Conformity and its role in the military. 	Robert Cialdini's six principles.Social engineering and manipulation.
Power and authority – its traps and how to build it	8 (W)	 Building the image of power. Social advantage. Three houses. The puzzle of subordination. 	 Alternative endings. Reward and punishment. How to change the perception of people and his(her)self.
Communi- cation in task group	8 (W)	Assertiveness map.Active listening.Relay.	Killing ideas.Constructive criticism.
Total	44		
	Ad	dditional Hours to Enhance Learnii	ng Outcomes
	11	Self-study, pre-reading, reviews, & pre- Course feedback provided by students	
Total WH	55	the module director. He/she may repla residential phases.	respective main topic is up to the course

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List of Abbreviations

B1, B2, C1	Common Reference Levels
	Common European Framework of Reference for Languages
ECTS	European Credit Transfer and Accumulation System
IG	Implementation Group
	International Military Leadership Academy
MULF	General Tadeusz Kosciuszko Military University of Land Forces in Wroclaw
NATO	North Atlantic Treaty Organization
PL	Poland
	Standardized Language Profile
	Standardization Agreement
	Syndicate Work
	Working Hour

