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| Country PL | Institution MULF | Non-Common Module Leadership, Motivation and Influence | ECTS 2.0 |
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| Service ALL | Minimum Qualifications for Lecturers | | |
| | <ul style="list-style-type: none"> Pedagogical, psychological, or sociological education or completed one of the social communication courses: coaching, mentoring, human resources management or business psychology. | | |
| Language English | <ul style="list-style-type: none"> On-the-job experience of leading/commanding/managing various groups of people. Experience as a personal skills trainer. Has knowledge of “soft” competencies such as openness, establishes contact with people with considerable ease, focuses on the client, and solves their problems. 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). | | |

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| Prerequisites for International Participants | Goals of the Module | | |
| | <ul style="list-style-type: none"> 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. | | |
| <ul style="list-style-type: none"> Language skills: NATO STANAG 6001 Level 2 (SLP 2222) or CEFR B1. Ability to work in a team. | | | |

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| Learning Outcomes | Know-ledge | <ul style="list-style-type: none"> Knows the mechanisms that shape motivation. Knows the methods and tools for motivating and building authority. |
| | Skills | <ul style="list-style-type: none"> 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 | <ul style="list-style-type: none"> 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. |

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| Verification of Learning Outcomes | |
| <ul style="list-style-type: none"> Test: Theoretical part of the Module can be conducted via the e-learning which includes self-evaluations 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. | |

Drafted by: MAJ Pawel WASILEWSKI, PhD, CPT Artur ZIELICHOWSKI 20th of April, 2018
 Revised by: LTC Mikołaj KUGLER, PhD 22th of May, 2018
 Revised by: LTC Marcin BIELEWICZ, PhD 15th of August, 2018
 Revised by: COL Assoc. Prof. Harald GELL, PhD, MSc, MSD, MBA 19th of August, 2018
 Revised by: LTC Marcin BIELEWICZ, PhD 25th of August, 2018

| Module Details | | | |
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| Main Topic | Recom- mended WH | Details | |
| Leadership, Motivation and Influence | 4 | <ul style="list-style-type: none"> Introduction to motivation. Theories of motivation and their practical application. Individual motivation. | <ul style="list-style-type: none"> Influence of a commander's self-motivation on subordinates. (can be conducted via e-Learning). |
| Self-knowledge and self-awareness | 8 (W) | <ul style="list-style-type: none"> Self-Portrait. How to say "ME"; "My resources". A defect becomes an advantage. | <ul style="list-style-type: none"> Building self-confidence. My three characteristics beginning with the first letter of my name. |
| Constructing people | 4 (W) | <ul style="list-style-type: none"> Social perception. | <ul style="list-style-type: none"> Personification and its distortion. |
| Social attitude and its change | 4 (W) | <ul style="list-style-type: none"> A sense of group membership. | <ul style="list-style-type: none"> Voluntary changes. |
| Motivational mechanisms of influence on behaviour | 8 (W) | <ul style="list-style-type: none"> Facilitation and social idleness. Conformity and its role in the military. | <ul style="list-style-type: none"> Robert Cialdini's six principles. Social engineering and manipulation. |
| Power and authority – its traps and how to build it | 8 (W) | <ul style="list-style-type: none"> Building the image of power. Social advantage. Three houses. The puzzle of subordination. | <ul style="list-style-type: none"> Alternative endings. Reward and punishment. How to change the perception of people and his(her)self. |
| Communication in task group | 8 (W) | <ul style="list-style-type: none"> Assertiveness map. Active listening. Relay. | <ul style="list-style-type: none"> Killing ideas. Constructive criticism. |
| Total | 44 | | |
| Additional Hours to Enhance Learning Outcomes | | | |
| | 11 | Self-study, pre-reading, reviews, & preparation. Course feedback provided by students. | |
| Total WH | 55 | The number of hours for the use of the developed e-learning content is up to the module director. He/she may replace the e-learning hours/topics with residential phases. The detailed number of hours for the respective main topic is up to the course director according to national laws or the home institution's rules. | |

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| Implementation Group | |
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| Doc.: | IG/ |
| Date : | |
| Origin: | IMLA |

List of Abbreviations

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

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